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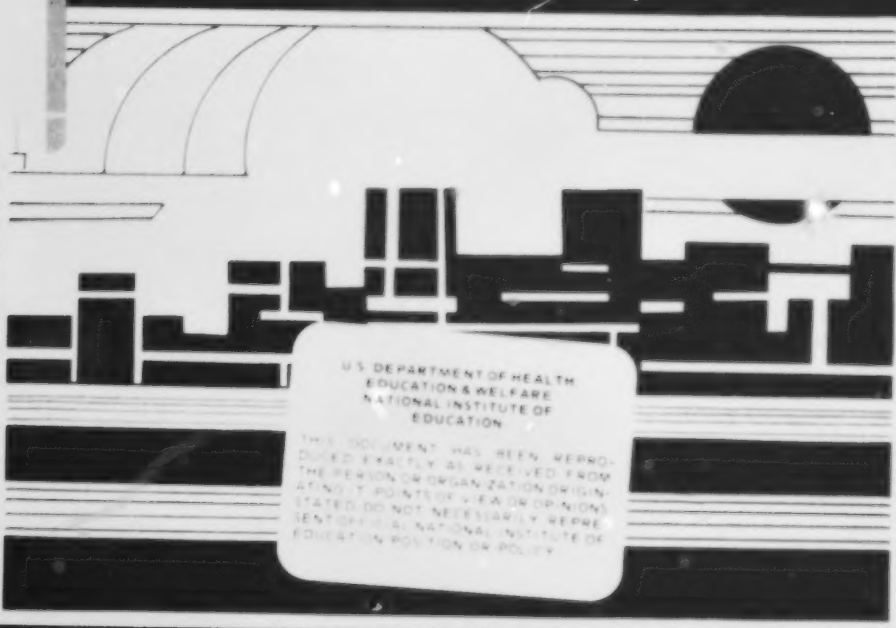
ABSTRACT

Minutes of the fifty-fifth Representative Assembly of the National Education Association, in the one hundred and fourteenth annual meeting of the Association, are reprinted in their entirety. The reports of the president and the executive director, and the address delivered by Jerry Wurf, President, American Federation of State, County, and Municipal Employees, are separated from the general minutes of the business sessions and reprinted at the beginning of the volume. (HJB)

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NEA



PROCEEDINGS

National Education Association
OF THE UNITED STATES

PROCEEDINGS
OF THE ONE-HUNDRED-AND-FOURTEENTH
ANNUAL MEETING HELD AT
MIAMI BEACH, FLORIDA
JUNE 27-JULY 1, 1976

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Contents of previous volumes of **ADDRESSES**
AND PROCEEDINGS of the National Education Association may be found by consulting the *Education Index*.

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ADDRESSES BEFORE THE REPRESENTATIVE ASSEMBLY

The addresses in this section were delivered before sessions of the Fifty-Fifth Annual Meeting of the Representative Assembly of the National Education Association of the United States. They have been taken out of the Assembly Minutes (published in full beginning on page 23) for inclusion here because of their general interest and because they do not require the special background of the Assembly Minutes to be understood by the reader.

REPORT OF THE PRESIDENT

JOHN RYOR, PRESIDENT

NATIONAL EDUCATION ASSOCIATION

Presented at the Third Business Meeting of the Representative Assembly. See page 91.

I don't know about you, but I have sometimes thought of the president's address at the start of the Representative Assembly as being about as useful as a back pocket on a shirt. Now I'd like to think this year's speech anyway is a little different. And I'd like to think that it is not just because I am the one who is up here on the spot.

I want to talk today about our internal accomplishments and our external goals. And I will have a few words to say about the Supreme Court, but we will get to that in a few minutes.

This year is different because our new Constitution is working. This year is different because, for the first time, the president will function within a budget and a program developed during his term in office. This year is different because this summer we will complete the job of coming out of our shells and fully accepting our roles as professionals in a changing, and in a changed, society. (Applause)

Ours is a complex and very, very public society. Our schools exist as part of that society. Their funding, their freedom, all the factors that determine their potential for excellence, are decided in open public competition with other elements of our society.

The battle is going on. If we don't compete, that doesn't mean that we are out of the battle. It just means that we are going to lose. It is clear that if we don't care enough to fight for the needs of public education in America, those needs are not going to be met. (Applause)

Over the past few years we have gotten involved—a bit at a time. We began to speak up in meetings. We backed candidates for the school board. We supported legislative candidates. We elected mayors and governors and members of Congress. And we were successful in 80 percent of the congressional races in which we were active in 1974.

And still it was not enough. We came far enough out of our classrooms to elect a Congress capable of passing slightly improved school financing legislation, and we have become strong enough to override presidential vetoes of vital funding legislation. (Applause)

But we have not done enough as yet because the legislation is not yet providing sufficient funding, and the vetoes of even the inadequate legislation are still forthcoming. So we have to come to the next necessary step.

We have stopped pretending that the presidency is somehow not a policy-setting office. We have stopped ignoring it and have recognized that the race for the presidency is every bit as important, every bit as public, as any of the other races in which we regularly participate.

Presidential budgets reflect the nature of our federal government's commitment to public education. And in recent years those proposals have been repressive. Presidential appointments to HEW and the Office of Education determine how much or how little influence classroom teachers will have in education policy development. And most recently we have learned that the presidential appointments to the Supreme Court can have debilitating impact on the rights of public employees.

We have come to recognize that we are a formidable force in the life of this country. We are over 1,800,000 strong. We are organized. We have demonstrated our ability time and time again to operate effectively in the political arena.

We are going to have 200 delegates and alternates at the national conventions of the nation's two major political parties this summer. (Applause) That is a total that is unapproached by any individual membership organization in the entire nation. And the best thing about that is that it isn't the end—it is just the beginning. (Applause)

It must be only a beginning because what we do is vital. There cannot be a free society in the absence of an educated citizenry. The very process of our national decision making incorporates debate and conflict. That process is politics. And that process can work only if citizens, all citizens, have the educational background to think for themselves and the information necessary to reach sound conclusions.

Moreover, if the decisions are made through a public process, it seems to me that it is our responsibility as public school teachers to get out there and do our part to make sure that the decisions are the right ones. (Applause)

We are meeting this challenge. Everything we have done over the last couple of years has led us to this point. And now we are taking the final steps. We are participating in the presidential endorsement process because we have no choice—no choice as citizens and no choice as a profession.

I have two personal reactions to our presidential endorsement effort, the decision that you will make later on this summer. On the one hand, I find it the least surprising and perhaps the longest delayed decision in the world. Of course, we are participating in the process. And, yet, since this is the first

time we are actually doing so, I find this process representative of every major step forward that we are taking—as individuals and as a profession. Because our involvement in the public life of our nation is the way we are going to achieve our goals. (Applause)

Electing candidates dedicated to meeting the needs of education isn't a goal. It is a means to our end. It is a means to our goals. Our goals are the things we need to enable us to teach more effectively and to live more comfortably—things like one-third federal funding, collective bargaining legislation in every state, national health care, a separate Education Department and a Secretary of Education, and equity in retirement nationwide.

These things won't just happen. Our goals will not simply accomplish themselves. But I am convinced that with our involvement at all levels in the public life of our nation and with our success in that public arena, including the election of officials from school board member to President of the United States, we will have the means and the will and the way to finally begin to achieve quality education for all children in America. (Applause)

Let me turn for a moment to our internal order—where we are and what lies before us.

The Bylaws of NEA expressly mandate the president of NEA to prepare—with the assistance of the secretary-treasurer, the executive director, and the Committee on Program and Budget—a budget for submission to the appropriate policy-making bodies. The framers of the Constitution and the Bylaws anticipated that the budget would address itself not only to the goals and objectives of our Representative Assembly, but also to the programmatic expectations of the president as well.

On more than one occasion in the past, our Committee on Planning and Organizational Development has suggested that the most effective use of the United Teaching Profession's time and resources would be for the development of an integrated service delivery system. That means that each level of our organization—local, state, and national—would assume an obligation for those programs that may best be achieved at that particular level. That view of NEA and the United Teaching Profession is one with which I concur.

In that regard, this year's budget reflects a national commitment to a degree not previously embraced—to issues and priorities that will directly assist members in affiliates throughout the nation, throughout the NEA:

- \$1,800,000 for a national teacher liability program which holds the potential of saving state organizations \$3.5 million. (Applause)
- A \$530,000 program dedicated to the development of teacher contact teams in each of our national congressional districts in order that we might establish orderly communications between teachers and legislators on our proposed legislation.
- \$950,000 for increased support in our attempt to achieve one-third federal funding of public education.
- In excess of \$275,000 for the implementation of regional membership processing centers in Atlanta and two other areas.
- \$400,000 to increase NEA's research capacity, including a \$100,000 increase for the computer cooperative that will make it possible for

affiliates to retrieve current data on such topics as salary schedules and fringe benefits and school financial data and school budget analysis.

- An additional \$130,000 to increase the effort to organize higher education.
- \$500,000 to increase programming to assist in legislation and negotiation of instructional issues.
- Increased funding of UniServ to the tune of \$650,000.

Now, there are obviously other parts of the program and other program proposals and changes, and to that end, at the appropriate time in the agenda, *Vice-President McGuire* and the Committee on Program and Budget will present the budget and respond to your questions about the specifics.

This budget represents the best efforts of the Program and Budget Committee, of your officers, and of the staff. And in my judgment, it adequately addresses itself to the concerns I expressed during my campaign, as well as to the major goals of the Board of Directors and the Representative Assembly.

Therefore, I recommend the fiscal year 1976-77 program without reservation, and I appeal to you to support it without major revisions.

Let me touch on another matter, another internal matter. There is no organization or institution, governmental or private, union or not, that has so totally committed itself to the inclusion in its governance structure of minorities and others who have been systematically shut out.

It is 10 years now since NEA and ATA, the American Teachers Association, the black national teachers organization, merged into one. NEA has expended much time and energy on our racial and ethnic makeup since then. And by that I mean not just introspection, but also actually doing something about it. And to that end we have reached a milestone this year with the merger in Mississippi and the anticipated completion of the merger in Louisiana at the same time. (Applause)

We have rewritten our Constitution so that that document now guarantees that our structure at all levels of the Association—local, state, and national—will reflect the racial and ethnic makeup of our diverse communities. (Applause)

We all recall the concerns about our capacity to meet those constitutional provisions. Frankly, I was sometimes uncertain whether the rumbling sound in the background of last year's Representative Assembly was thunder or simply the gnashing of teeth. But it is with great pride, both in you and in our organization, that today I note that those concerns were unfounded. Thanks to your dedication and to your effort, every state delegation, with the exception of one, here today is in compliance with the minority involvement guarantees of our Constitution. (Applause)

I want to offer congratulations to you and to extend a personal thanks to the Compliance Committee for their help and to the members of our Minority Affairs Committee for their contribution. Because of your efforts we have fulfilled the promise of our Constitution, a promise of inclusion. Now we can turn our attention and our efforts and our energies today to the

accomplishment of those vital external goals we have so long coveted. And as we do so, we can say that we have, in fact, placed our own house in order.

We may not be entirely without error; yet, I think we have, by our own efforts, earned the right to begin to cast at least a few small pebbles in the quest for a completely just society (applause), a society that lives up to all the high promises of our national Constitution and Bill of Rights.

A democratic society cannot survive in an unequal educational system. And only the federal government possesses the size and the broad tax base to provide the funds needed to correct the problem across the country, without bankrupting any portion of the citizenry or any level of government.

And, yet, it is incredible that the federal government does not provide, nor has it ever provided, more than eight percent of the funding of the nation's public schools. That is inconceivable; more important, it is absolutely unacceptable. (Applause) It must and it will be corrected. One-third federal funding is not a luxury—it is a necessity. (Applause)

An increased role in education policy development is our obligation. It is the nature of power that it is almost never given away; it is rarely, if ever, shared; it is almost always taken. If we have been denied our rightful role in education policy making, it is because we have not taken that role. (Applause)

Accomplishment of adequate bargaining legislation in every state in the nation and one-third federal funding of education will provide us the tools we need to gain the input we must have. We need not shy away from an open proclamation of our goals. As public workers, as professionals, we want meaningful input to improve the system; and as working people, working men and women, we want to enjoy the same benefits all Americans seek. That is the way it is, and we can be proud to go out and take our rightful place in our society.

Love may be given away, but respect is always earned. As teachers, we need to command the respect of our students, their parents, and the community at large. But we would never truly enjoy that respect if all we ever did was obediently dance to a tune devised by others (loud applause), if we cowed to economic demands made on us by so-called "public" policies to which we have had no input. That kind of behavior will never inspire respect. The fact is nobody ever respects puppets—they simply make use of them. (Applause)

On Thursday, June 24, the Supreme Court of the United States, by the narrowest of margins—five to four—struck down Congress' authority to extend minimum wage and overtime provisions to state and local government employees. This decision was the sixth consecutive antipublic employee ruling handed down by the current majority on the Court: A firefighters union was denied dues checkoff, and the Court approved; a police officer with permanent status was fired without a hearing, and the Court approved; a police department imposed strict dress rules, including specific rules on grooming, and the Court approved; a firefighter was fired for moving outside the limits of the city by which he was employed and in which he worked, and the Court approved; teachers in Hortonville, Wisconsin, were fired for striking, and the Court approved.

And now the current majority on the Court has extended itself even

farther, removing the right of public employees to gain protection from wage and overtime abuses by state and local government employers. But this decision does more than that. It also strikes at the very core of the power of Congress to act on a federal collective bargaining bill for state and local government employees, including teachers and faculty.

We have got some things to say about this decision and our course for the future. And I hope those who would destroy the rights of public employees are paying attention because they have a choice to make. They can work with us to establish those rights and opportunities that are basic to decency in the public sector, or they can continue to oppose us and we will establish those rights anyway—no matter what it takes. (Applause)

Let us for a minute examine that ruling. The current majority—in a decision written by *Richard Nixon's* last appointee to the Court, *Associate Justice Rehnquist*—seeks to create a square wheel with the sure and certain confidence that it will not roll, that it will not work. But that is the point—they do not want it to work.

Associate Justice Brennan issued an eloquent dissenting opinion to Thursday's decision. He equates that decision with those that provoked a constitutional crisis in the 1930s when a Court that came to be called the "nine old men" sought to undo all of the efforts of the presidency and the Congress to put together the New Deal and save this country from the clutches of the depression.

Justice Brennan says, and I quote, "I cannot recall another instance in the Court's history when the reasoning of so many decisions covering so long a span of time has been discarded roughshod." *Justice Brennan* says that the Court acted "without any justification not already often advanced and consistently rejected." This decision, *Justice Brennan* declares, reflects "nothing but the Court's displeasure with a congressional judgment."

This decision reveals a Court attempting to undo what the Constitution has carefully reserved for political and legislative determination.

An illustration of the absurdity of the Court's action is the fact that while striking down Congress' power to legislate minimum standards for wages of state and local government employees, the Court at the same time left untouched last year's decision upholding the federal power to freeze the wages of the state and local government employees.

Now, the upshot of all that is that we are left with a Court view of constitutional authority that permits the federal government to take away wage increases but prohibits it from setting even a minimum standard for granting them. Now this is indeed a strange and savage standard.

We are no longer talking about the collective bargaining process alone. We are talking about the minimum wage, about child labor laws as they might affect a public employer; and, indeed, we are talking about all federal standards of decency and fair play.

And what is our response? Our drive for federal collective bargaining standards, for minimum wages, for overtime protection, and for all of the other rights so basic to citizens of this country—that drive is still on track.

We are going to achieve equitable collective bargaining legislation for all teachers and all public employees. We have already done so in 30 of the 50

states. And we are going to do so in Colorado, Texas, Alabama, Virginia, Missouri, Ohio, Kentucky, and every other state in this union. (Applause) And the results and the power of those successes are going to gain us the eventual goal of uniform minimum standards for collective bargaining for all teachers and for all public employees all over the country.

And as to federal legislation, that door also remains open. There are \$60 billion going from the federal government to the states and cities every year. There are 12 million of us who work in state and local government. A lot of that \$60 billion comes directly out of our pockets. The majority of it goes to secure the services that we provide.

We believe we can get Congress to set some standards for the use of those dollars—standards that require respect for a minimum wage, for overtime provisions, and for proper personnel practices, including collective bargaining for public employees. (Applause)

The message I want the League of Cities and the other champions of the square wheel philosophy to hear and to understand is that courage and commitment are the basic strengths of Americans. We are not cowed by adversity. We are angered and strengthened by it.

Because of this decision, we will turn with greater strength and determination to the states and the locals, and there we will build the success of our program.

Because of this decision, we will redouble our efforts in Congress to find the other way that we must have to enact our legislation.

And we will finally learn by heart the history lesson that we cannot remain aloof from politics at any level. For it is the President who appoints the Justices, and it is the Justices who can make—and who can unmake—these decisions.

The election of a President of the United States in 1932 led to Court appointments that guided the destiny of our nation for nearly 40 years. The election of another President in 1968 led to Court appointments that presently seek to undo much that was gained in those four decades.

I say to you, and together we must say to them, that the election of a President in 1976 is going to put an end to that. For the first time we are going to enter the presidential political race.

And we are not doing that on the basis of partisan politics. We did not, as a national organization, make an endorsement in either party during the primaries. Instead, we waited for the two major political parties to decide upon their candidates and upon their platforms and policies. And you, the Representative Assembly, will evaluate the candidates and the platforms and will then make our choice. And because of that choice, this wrong will be set right.

This decision marks the end of our harassment, the end of our standing as a second-class group of citizens in America. And it marks the beginning of a dedication on our part so strong that it will not end until we have achieved all of our goals—adequate federal funding, collective bargaining legislation, minimum wage, a Secretary of Education, and all the rest.

That is our response, and the victory in this endeavor shall be ours—together. Thank you very much. (Rising loud applause)

REPORT OF THE EXECUTIVE DIRECTOR

TERRY HERNDON, EXECUTIVE DIRECTOR

NATIONAL EDUCATION ASSOCIATION

*Presented at the Fifth Business Meeting of the Representative Assembly.
See page 136.*

Delegates and my colleagues on the staff and all the good friends who have assembled here for the 114th annual meeting of the National Education Association: As you know, I have been involved in NEA since my first days as a teacher. I have spoken before groups of teachers, I suppose, hundreds of times, perhaps a thousand, but I am not sure that I have ever been required to speak under the conditions that we have here today, where I have to follow the aggressive, far-reaching, forthright commentary from the distinguished *Jerry Wurf* and the inspiring, absolutely magnificent address delivered by our president, *John Ryor*, yesterday. (Applause)

But it is my turn. I cannot get to the problems that I wish to lay before you without recounting some of the achievements that have been previously discussed.

We do gather each year to do many things, but I suppose that the foremost of these are to celebrate our victories in the past and to deliberate on the major problems that remain yet before us. This year, as in all past years, we have cause for both.

As indicated, the victories of the year have been reported to you in prior commentary at this convention, through the *NEA Now*, the *NEA Reporter*, and many other means. However, I think it useful to highlight the more salient of those.

Once again, our membership reached an historic high? As we talk today, the NEA is an organization of 1,870,000 educators.

This year's successful vote in the AMPR of Puerto Rico successfully concluded the effort—now decades old—to achieve unification of every state affiliate.

Many years of courageous work by dedicated teacher leaders in Mississippi have been rewarded by the successful conclusion of merger between the Mississippi Teachers Association, our affiliate, and the unaffiliated Mississippi Education Association. The new, unified Mississippi Association of Educators is an organization of potentially 30,000 members.

New collective bargaining laws have been effectively implemented in California, Iowa, Kansas, and Minnesota—all to the betterment of the teachers' condition.

Notwithstanding the doom and gloom spread liberally by our cynics, we have approached the nearly complete implementation of the new Constitution. Furthermore, as we have done so, I say that I am sufficiently confident today to claim that we are a better organization for having done so. (Applause) This Assembly, this very Assembly, is vital proof that an organiza-

tion committed to a difficult, but nonetheless reasonable, standard of equity and justice can achieve that standard.

While it is far too early to define the state of NEA in New York, I am proud to affirm that the New York Educators Association, a faithful and dedicated NEA affiliate, is definitely up in place to stay. It is well led; it is well staffed. It is a fully functioning state teachers association, and even at this early moment, 103 local associations, including the second largest in that state, have voted to leave NYSUT in favor of NYEA-NEA. (Applause)

Almost all of us have paid very close attention as our political action program urged teachers toward their great potential influence. It is noteworthy that in 1976 nearly every significant politician, reporter, commentator, labor leader, and voice of reaction have noted our arrival. This is due in large part to our extraordinary work in the selection of delegates to the forthcoming conventions of the political parties.

I am personally very proud that there will be more than 200 NEA members at the Democratic National Convention as delegates or alternates and more than 35 at the Republican Convention. And might I remind you that the last headline I saw on the matter suggests that there is now only a 25-delegate difference in the totals amassed by the two Republican candidates, and, indeed, those 35 might be some very important people in the gatherings of that party. Further, I am confident that this combined delegate total will exceed that of any other single organization in the United States. (Applause)

Our greatest achievements, however, have been less obvious and a good bit less glamorous. In the face of great political and economic adversity, we have prevailed over budget cuts, vetoes, and attempted recessions so as to more than hold our own and keep the federal aid dollars flowing.

Specifically, we first overrode the veto of the 1976 education appropriations bill that provides \$7.5 billion for education—and that is \$1 billion more than the Administration wanted us to have. Next, we overrode the veto of the 1976 Labor-HEW appropriations that provide \$475 million for Head Start, for delinquent youth programs, and for remediation of child abuse. And, finally, we overrode the Administration's veto of \$2.6 billion for the school lunch program.

Now, if you read my mail, my critical mail, you would know that we have several people who know where I stand on that matter. But just so there will be no doubt, let me editorially depart just for a moment and indicate that when I count up those three vetoes—that is, one, two, and three—when I was playing ball; if you got three strikes, you were out. (Applause)

In addition to these three veto overrides, we and our allies lobbied successfully for \$945 million in supplemental funds to higher education and aid to the handicapped, comprehensive legislation to provide financial aid to states for the improvement of services to handicapped children, and the Voting Rights Extension Act, extending the 1965 Act to correct historical disenfranchisement.

As of today, we have prevailed over enormous political pressure so as to assure that equality and integration will be the laws in our land, and that the courts will have all necessary tools to enforce those laws. And if you read

this morning's paper, you will see that in spite of all the talk here about what the Supreme Court has done, it does appear that they struck again yesterday. And we don't yet know all of the details of their decision, but they certainly are creating an environment for desegregation that is even more negative and hostile than that which we have had to contend with throughout the past few years.

But, moreover, in the midst of this hostile environment, we have gained increased recognition for education by the Congress, specifically in the congressional budget process, and we have received very favorable responses to our needs in the draft platform of the Democratic Party. We are making a similar effort with the Republican Party, but we shall not know for a few weeks exactly what the outcome will be.

But, finally, any recitation of accomplishment throughout this past year simply must acknowledge the great work done by our state and local affiliates. In spite of the repressive and reactionary trend among the politicians and in the courts, our members and our local leaders have demonstrated the great tenacity and courage required to conclude the negotiation of more than 5,000 collective bargaining contracts. They were hard won; many were less than desired. But many more were good contracts. And we can say for a truth that collective bargaining is alive, it is obviously here to stay, and it is enhancing the dignity of our profession in more places with each passing year.

I suppose it is by now obvious that I believe that in many, many ways, it has been a very good year. However, that is only half of the speech. The other half addresses problems—unfortunately, problems not yet solved and in fact growing more serious each year. I will not address them all, but instead will carefully choose and prioritize as I believe that NEA must do if we are to achieve our objectives.

First, 61,000 of our colleagues received RIF notices this year. Fully 25 percent of the substantial districts in this country "pink-slipped" dedicated teachers, and 40 percent of those teachers report that these districts did so for no reason whatsoever except insufficient funds. Many notices will be rescinded, but even then, thousands of teachers will be unemployed.

Whether this is seen as a personal catastrophe for each individual in the mass or as an aggregate that spells dramatic reduction in the quality of school programs is of no consequence. In either case, it is tragic devastation. The shortage of funds and the callous disregard for school programs and teachers are of such magnitude that in some places, even orderly accommodation is simply not possible.

In two states, reductions were made in state aid to school districts after appropriations had been enacted, local budgets adopted, and the school year begun. In yet another state, all school operations will cease in July of this year. (Applause)

The juxtaposition of the expectations of and the investments in our schools makes clear the duplicity of the politicians and the hypocrisy of the bureaucrats who babble of "productivity" and "accountability."

Cowardly scapegoats throughout our political system work to convince America that our problem is not political corruption, is not unresponsive

government, is not wayward patronage, is not economic mismanagement, is not insensitivity to public needs—but is the salaries and the benefits of public employees. No fiscal trickery appears to be too great, no urgent human need appears to be sufficient to deter them from deceiving the citizens of this nation.

We are promised government of the people, by the people, and for the people. But for the past several years, we have endured government of the President, by the veto, and for the privileged few. (Applause)

The facts are clear—our schools and the work of teachers are the bedrock of our social order. It is also very clear that the preservation of that order and the extension of its plenty to those who historically were denied will require a substantial increase in our nation's investment in her schools.

And, finally, it seems clear that that increase will not be likely to come unless and until it comes from the U.S. Congress in response to the demand of the teachers and all the voters that it be so.

Before closing, I will discuss one more major problem, and that is the repression of America's teachers specifically and the public employees generally by the instruments of government.

At the outset of that discussion, I wish to be unmistakably clear that I believe that in our economic system, the rights of teachers to organize, to collectively bargain, and, when they deem it essential to their well-being, to strike are fundamental liberties and are inextricable from the right to "life, liberty, and the pursuit of happiness." (Applause)

And I believe further that such rights are not granted by government; they are inalienable and inherent in being. (Applause) Government can only decide whether it will protect or repress its citizens in the exercise of those rights. And for public employees today, we are living in the great repression.

Today, approximately 20 states offer no protection whatsoever, and 25 more fall short of a minimum standard of decency. Five or less grant even a theoretical shot at equity. In fact, the governments of our 50 states have chosen, in greater or lesser degrees, repression rather than protection of our liberty.

To what end? More than 200 groups of teachers found it necessary to strike in 1975-76, and there are clearly more strikes to come. Hundreds of our colleagues have been jailed or imprisoned, and there are clearly more arrests to come. Our fines are now into the hundreds of thousands of dollars, and there are clearly more fines to come—more that will come because there are no alternatives available to us as long as our governments operate in the repression mode.

And yet this past week, the Supreme Court of the United States—the great protector of the people—by a vote of five to four, set aside an earlier ruling by the Warren Court and ruled that we, the employees of state and local governments, may not expect federal protection from such harsh treatment by the agents of state government.

So where do we go from here? Obviously, we have not yet had the opportunity to divine that answer. But I tell you this: That Court may vote 5-4, 6-3, 7-2, 8-1, or 9-0, but it cannot diminish my determination that every teacher in this country will know the freedom, the equity, the justice, the

dignity that has never been delivered to them by any process other than collective bargaining. (Rising loud applause)

We are teachers—and that is a profession of hope, not despair. We are Americans committed to an unceasing struggle for democracy, justice, and dignity for all people—us included.

While the League of Cities, the Governors Conference, the Right-to-Workers, and their man Nixon who appointed this Court savor their win, we must press on.

We must affirm our alliance with AFSCME, CAPE, and others who share our plight, and we must press more vigorously than ever before for more sensitive state governments and laws.

We must explore new theories and strategies for federal protection.

We must evaluate every opportunity to use riders and attachments to federal programs as well as rules and regulations to win federal support for bargaining efforts.

We must press for a federal administration and a Congress dedicated to changing one or more votes in the Supreme Court.

We must assess the propriety and the efficacy of using the World Confederation of Organizations of the Teaching Profession to present the profile of our repression in our country to the International Labor Organization and other international forums.

Most importantly, we must respond with even more effect to our colleagues at the vanguard of the conflict in places like New Bedford, Crestwood, Hoboken, Escambia, Hortonville, Orchard Park, Timberlane, and hundreds and hundreds more.

It is my most fervent hope that this convention will address every single situation with an acute awareness that we must move on, that we must do more and not less, that we must attack and not retreat.

We are the NEA. We are bigger, stronger, more able than ever. The NEA, our NEA, we and the people that we represent here today, are virtually the only hope for the teachers of America. I thank you. (Rising loud applause)

ADDRESS

JERRY WURF, PRESIDENT

AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL EMPLOYEES

Presented at the Fourth Business Meeting of the Representative Assembly. See page 116.

I was chairing a meeting here in Miami some weeks ago, and I was sitting here and emphasizing what our great differences were. But, nevertheless, I want to say that John and I have worked together ever since he was elected

president of your great organization, and I think it has enhanced the well-being of all of the members of our organizations.

I think it would be appropriate before I enter into my remarks to mention how much esteem and warmth and respect we have for *Terry Herndon* for the great contributions he has made to the well-being of teachers and the well-being of all working people in these United States. (Applause) We in AFSCME had the pleasure of having him speak at our convention a couple of weeks ago. As usual, he managed to achieve a silence in that gathering that is not easily come by.

I would like to acknowledge the presence of your very distinguished general counsel, *Bob Chanin*, with whom we have time and again met and worked and toward whom we feel very warmly. And I would like to say hello to some old friends like *Helen Wise* and *Jim Harris* and *Wayne Emerson* and *Steve Diamond*, and particularly *Harvey Zorbaugh* who leads that excellent organization known as the Coalition of American Public Employees.

I have been rather discreetly asked to limit my remarks here this morning. That is not a small thing for somebody with my particular personality traits. I have a particular propensity for taking a 15-minute speech and stretching it into an hour—I am going to try to limit myself this morning. However, I do have some things to say to you. I hope I can hold your attention, and I hope I can make it brief.

I would like to bring you all the way back to World War I. I would like to bring you back to a period when America was in the midst of great hysteria or overzealous response to patriotism, when we were beginning to bear down very heavily on civil rights, on justice and decency for all Americans.

I would like to point out that in that era following World War I, the American labor movement was practically wiped out. I would like to remind you that a governor of Massachusetts, who later probably became one of the most undistinguished Presidents of the United States, a man named *Calvin Coolidge*, entered the international political arena by breaking a police strike where policemen had spent a year or more seeking a small measure of justice and decency and were unable to achieve it. And it took almost 40 years from the breaking of that strike in Boston, Massachusetts, for public employees to again begin to develop a capacity to deal with an employer with a measure of dignity and a measure of decency.

We moved from that era into the 1930s, the New Deal, *Franklin Delano Roosevelt*, a whole new development of new social, labor, and political philosophies. The enactment of such measures as Social Security and unemployment insurance provides mechanisms by which we can deal with compassion with the young and the handicapped and the aged.

We even got collective bargaining for workers in the private sector of the economy, although nobody—neither liberals nor conservatives—thought that we who were in the public sector were entitled to any kind of consideration.

And during that era, during that period of the 1930s and the early 1940s, a monumental struggle took place in these United States, a struggle that I think we are beginning all over again in the past few weeks. And the struggle was between an appointed Supreme Court of the United States and an

elected Congress of the United States; a struggle that, in effect, asked: Was the Constitution of the United States designed to preserve property and power and privilege for the few, or was an elected Congress within limits, but within broad parameters, to be allowed to extend *equality* and *compassion* to all Americans? That struggle took many forms, and eventually a measure of reasonableness prevailed. But that measure of reasonableness did not include those of us who are public workers.

And then in the 1960s, we had two powerful struggles going on at the same time. There was a struggle by minorities for access to equality—a struggle that was difficult, that was marked by civil disobedience, and that was, perhaps, one of the most important things that has happened in the 200 years of our democracy. At the same time, there was a struggle by public workers—a struggle by teachers, a struggle by members of our union, a struggle by members of other unions—so that public employees could enjoy a measure of reasonableness and access to our society.

And, again, we conservative public employees had to resort to such mechanisms as civil disobedience—although we simply called them strikes, or what have you. I have heard there are some places where there are some legal strikes. One day I will find them, and one day I will participate on a legal picket line. (Applause)

But let me say that there was a measure of success during the sixties for those of us who got some access to the mechanism, whether we were minorities or whether we were public workers or whether, as was frequently the case, we were both. But, fundamentally, the mission of the sixties remains unfulfilled. We still have not arrived. We still are not part of the system. We still don't have access to the place called the United States of America. (Applause)

In 1976, during this past year, the present governor of Massachusetts is expounding the philosophy of *Calvin Coolidge*—expounding that philosophy with less candor, with more guile, but with equal cruelty.

The heritage of *Richard Nixon* and the presence of *Jerry Ford* have left all Americans injured, and in some instances devastated, by inflation and unemployment. (Applause)

And let me say to you that most responsible economists, whether of the conservative or the liberal variety, agree that of all of the institutions in our society that have been victimized by the Nixon-Ford recession, local and state government is the worst, the most devastated victim. And we who work for local and state government are particular victims. But we are even less victimized than the people whom we serve. (Applause)

I am sure that before I arrived on this lectern, you discussed the recent Supreme Court decisions, including that little tiny one that came out of Illinois. But, broadly speaking, we have a Supreme Court as a heritage from an election we lost in 1968 that is resurrecting a states' rights doctrine, a doctrine of sovereignty that would make *George III* very happy if he were here today to watch them and read their opinions. (Applause)

We have to do something about it. We can't sit still and simply ventilate slogans and ventilate distress and talk about frustration. And I'd like to list just a few of the things—not all of them—just a few of the things that need doing.

First of all, I think that this November we ought to elect a new President of the United States. (Loud applause)

Secondly, we have had a coalition of labor unions—some in the AFL-CIO, some outside the AFL-CIO, but including the National Education Association and AFSCME. And we have learned much in recent months about the political process. And I think that what we have learned should be used to see to it that the Congress that will be elected in November is a responsive and responsible Congress. (Applause)

Speaking for myself, I want to say clearly that I am bored with progressive political rhetoric. I want to see political accountability emanating from both the congressional and the executive branches of our government. (Applause)

Let me make it clear that as I look across these United States, these legislatures, these governors, these mayors, there may be one or two good guys out there, or one or two good women—there is one bad woman. And we need change.

When I look at Connecticut, having the richest per capita income in the United States and depending solely on sales and property taxes to finance public service, I know you can't have good schools in Connecticut. And that's got nothing to do with teachers. And the same could be said about New Jersey, and the same could be said about Washington, and the same could be said about an awful lot of places.

We need fundamental federal tax reform. (Applause) And more important—because with all of its shortcomings, our federal tax system is the most progressive of all the systems that we deal with—we need to use the Congress to impose piggyback mechanisms—and I am sure *Bob Chanin* will agree that it can be done—to bring tax responsibility into the state legislatures so that we can fulfill our mission of giving the people of the United States the services that they need. (Applause)

Let me say that I believe in national defense. Let me hastily add that I am outraged by the size of the defense budget. (Applause)

Let me say this—and I know it sounds like a slogan, but it says it more clearly than any way I could say it otherwise—we don't need B-1 bombers, we do need quality education.

As is well known, I have generally spoken on the liberal side of most issues, and I have begun to examine some of my thinking on some crucial matters. And I want to share a small piece of my thinking—and you should be very grateful for the shortness of it—on this question of foreign aid.

I think that we should support foreign aid. But we should make certain that the foreign aid that we support, that the money that we spend abroad, should be used to support freedom and democracy, should be used to eliminate poverty and ignorance. And we should withhold support from reactionary regimes, from dictators who use the largesse of our people for oppression. (Applause)

And I think we can put billions of dollars to work to do something about the problems of America. I think we can do something about the quality of life in America.

I am not satisfied with this new kind of liberal-conservative baloney that we are hearing from a new kind of politician that the pie is smaller. I am a liberal socially, I am a fiscal conservative—that is baloney. We are richer

than we have ever been before. Profits are larger than they have ever been before, and taxes are smaller than they have ever been before for the rich. (Applause)

Let me close my remarks with just a couple of short statements.

I want to say that it would be absurd for me to stand here and say that the National Education Association and its affiliates and the State and County and Municipal Employees and its affiliates never find any discomforts and that we constantly march to the same drum. That "ain't" the way it is in our kind of institutions.

But I do say to you that we need to strengthen the bonds between our organizations, that we need to strengthen the bonds between the people of your organization and our organization. And we have to come together with all other Americans of goodwill and do something about this meanness of the spirit, this cheap political ploy—which, unfortunately, has subverted many good Americans into misunderstanding the role that we play as public workers, whether we are teachers or garbage collectors—we must do something about turning that thing all the way around.

And we have to do something else. I live in fear that with the present political and social environment, with what is coming out of the media, with what is coming out of the Supreme Court, with what is coming out of the Congress, if you please, at best we seem to be struggling for the status quo. And that is not enough.

In essence, I want to close with a concept that, in spite of all the difficulties that I have referred to and the many others that I think this convention will deal with, we have to make sure that we remember that where we are is not there. We have to move forward; we have to progress; we have to take our resources and use them to enhance the membership of our organizations and, if you please, enhance this whole United States of America.

Thank you very much. (Rising loud applause)

MINUTES OF MEETINGS

FIFTY-FIFTH REPRESENTATIVE ASSEMBLY FIRST BUSINESS MEETING

Sunday Afternoon, June 27, 1976

THE FIRST BUSINESS MEETING of the one-hundred-and-fourteenth annual meeting and Fifty-Fifth Representative Assembly of the National Education Association convened in the Miami Beach Convention Center, Miami Beach, Florida, Sunday afternoon, June 27, 1976, and was called to order at 2:05 P.M. by *President John Ryor*.

President John Ryor: I call the meeting to order. Will the delegates please be seated.

Fellow delegates, the one-hundred-and-fourteenth annual meeting and the Fifty-Fifth Representative Assembly of the National Education Association is now in session. (Applause)

Would you please stand for the Pledge of Allegiance to be led by *Thomas Novak*, president of the Crestwood Education Association in Livonia, Michigan. And please remain standing for the national anthem which will be sung by *Mary Goodman Hunter* of Richmond, Virginia. *Mr. Novak*.

Thomas Novak (Michigan): As we are about to express our pride in the flag and our country, I hope you will also join me in expressing our pride in our fellow teachers in districts such as New Bedford, Hortonville, Timberlane, and South Point who sacrificed to gain rights for teachers everywhere.

(Pledge of Allegiance was given.)

(National anthem was sung.)

President Ryor: Please remain standing. The invocation will be given by *Reverend Anthony Mulderry* of the St. Andrew's Catholic Church. *Reverend Mulderry*.

Father Anthony J. Mulderry: O God, our Father, lovingly help us as we gather to consider the needs of education in our country. Grant us the courage to devote ourselves to serve all segments of our society so that through our example, our skill and concern, all our students will develop and grow in knowledge. Bless our families and friends, and watch over them until we rejoin them. Amen.

President Ryor: Thank you. Please be seated. Thank you, *Father Mulderry*. I also want to extend our thanks to *Thomas Novak* for leading us in the Pledge of Allegiance, and to *Ms. Hunter* for singing the national anthem.

We have a special event at this point. Less than four months ago, the leadership of the American Federation of Teachers voted to withdraw themselves from NEA. They did so by disaffiliating their New York state organization from NEA and at the same time turning affiliation and control of NYSUT over solely to the American Federation of Teachers.

Since then thousands of New York teachers have picked up the banner that was NYSTA's, and they have begun the long and painstaking work of rebuilding a state-level association that traces its proud history all the way back to 1845. New York teachers associated more than 130 years ago. New York association leaders helped form NEA nearly 125 years ago.

There is a long and proud history that has added greatly to the strength and the wisdom of this Assembly and of this Association. In the first four months of the existence of the New York Educators Association, New York teachers have created a record of unparalleled success. Already they have won 103 election victories in less than a single semester in a single state. (Applause)

There is a long road before them, after three years of constant and one-sided propaganda,

after three years in which the AFT took every opportunity to attack us and what we stood for, and after we stood by and did not respond, NYEA is starting anew to rebuild organizational responsibility and democracy from the ground up.

They are doing so in a state that includes 780 local school districts and 220,000 teachers. Their task is not an easy one, but every single sign is positive: NYEA has already achieved its spring membership goal of 20,000 members and climbing. AFT started with 217,000 and is already down to 180,000 and falling fast. (Applause)

Merger is dead as an organizational tool for the AFT, a Trojan horse for the expansion of the Federation in areas where teachers, given a democratic choice, consistently favor the Association. Merger as a "rip-off" is dead, and AFT killed it in March of this year in New York City. (Applause)

But while AFT killed it, it is the teachers of New York and the members of the New York Educators Association who are burying it.

It is with a great deal of pleasure that I introduce to you a delegation that is once again part of the mainstream and at the same time the core of the local, state, and National Education Association. Welcome please the delegates representing NYEA, NEA, and the teachers of New York. (Rising loud applause)

Thank you. I hope New York teachers now have just a slight understanding of the strength of the feeling that NEA teachers across this country have for New York teachers. (Applause)

NYEA's target for this year was to win a hundred elections, as I said earlier. They reached that target on June 24 when the teachers in Harborfields, Long Island, voted NYEA-NEA. Now there are three delegates here representing the Harborfields association.

One of the three is *Mary Carden*. She was a New York NEA Board of Directors member prior to the merger. I'd like to introduce the leaders of the Hunt NYEA election campaign: *Mary Carden*, *Lane Eks*, and *Gunter Zaenglein*. (Applause)

I'd also like to point out that the first organization to affiliate with NEA was from Buffalo. Would the teacher delegates from Buffalo please stand. (Applause)

It gives me a great deal of pleasure, ladies and gentlemen, at this time to introduce the co-chairpersons of NYEA-NEA, *Tom Pisa* and *Ed Robisch*. I'd like to take a few minutes for them to share some of their views with you.

Tom Pisa (New York): Thank you very much for the extremely warm reception. We have felt it ever since we arrived in Florida on Tuesday. But certainly we never imagined that it would be quite this warm and quite this loud. And thank you very much.

We know this moment is an extremely happy moment for several individuals, one of them a gentleman who has been on the NEA Board for a good number of years and has remained as an honorary member of the NEA Board of Directors, *Jim Cullen*, who is here with us today. (Applause)

And certainly somebody who would be extremely pleased, we only wish she could be here with us at the moment—she may be here with us at the convention before it is over—that is *Catharine Barrett*. (Applause)

We are glad to announce that this year's New York teachers delegation is an NEA delegation, and we are glad to be back. It's been a long three years, and there is a story of teacher unity and merger that was never told—and we are going to tell it now.

Teacher unity, as used by the AFT, was nothing more than a Trojan horse. It was totally and simply a way to divide NEA teachers and build up the AFT. AFT proved that when it disaffiliated. Nearly 20,000 NEA New York teachers have already rejected that kind of teacher unity. Thousands more will reject it next year.

I'd like to introduce *Ed Robisch*, the other co-chairperson, who will demonstrate, I hope, our appreciation to you, and thank you for the very warm feelings and the consideration and the kinds of cooperation we have gotten from NEA teachers throughout this country. (Applause)

Ed Robisch (New York): Thank you, Tom. John, on behalf of the NYEA, I want to present to you this honorary membership certificate for all of your hard work and effort in New York City, in New York State, and in the hamlets all over New York State for the last four months. Your effort and your commitment have certainly helped us produce our goal so far. (Applause)

President Kjos: Thank you very much.

Mr. Robisch: Our commitment to all of you is a very simple one. We are going to be working in district after district after district, beginning when we return home on the 1st of July. Our first goal of 100 locals has been exceeded. I tell you and I pledge to you that our long-range goal

is that once again the independent teaching profession of this country will be the majority organization in the State of New York. Thank you so much, with deep gratitude. (Applause)

President Ryor: Thank you both, Tom and Ed. Formal action is needed to adopt the order of business. It is understood that if time permits, the Chair may proceed with business listed for the next meeting or insert special items. If the Assembly is recessed before the business listed for that session is completed, the Assembly will resume at the point when it is reconvened.

In order to expedite business, the Chair may change the order printed in your program. Please remember when addressing the Assembly to indicate your surname and your state. A motion to adopt the order of business as amended is now in order.

It is moved by *Bernie Freitag* of Pennsylvania.

Motion was seconded by *Horace Mayo* of Minnesota.

President Ryor: All those in favor . . . opposed . . . the motion is carried.

According to the 1976 guidelines for the NEA Credentials Committee, adoption of the preliminary report of the Credentials Committee shall be the first item of business at this Representative Assembly. The Committee's final report will be made when the registration is completed.

As you know, the Credentials Committee supervises the credentialing of delegates to the Representative Assembly. That responsibility is far more significant with the full supplementation of NEA's new Constitution and Bylaws.

In accordance with your action last year, the Credentials Committee will report on the status of compliance of all states with respect to the requirements of Bylaw 3-1.

John Washington, NEA Board of Directors member from Maryland and chairperson of the Credentials Committee, will present the Committee's preliminary report. *Mr. Washington:*

John Washington (Maryland): Thank you, Mr. President. Fellow delegates, it is my pleasurable duty to introduce the members of the Credentials Committee, its staff, and the Minority Affairs Committee observers.

First, the Committee. In addition to myself, the members of the Committee are *Ms. Tyna Davis* of Alabama (applause); *Jim Phillips* of Montana, who has been an ardent worker but who had a death in the family and was unable to be here—we do miss him; *Ed Orshorn* of the state of Washington (applause); and *Thomas Tanous* of Massachusetts. (Applause)

Observers from the Minority Affairs Committee were *Carl Downing*, *Jim Esquibel*, *Ted Lou*, and *Richard Lindsey*. (Applause)

Legal counsel to the Committee is *Stuart Lemle*, and staff liaison is *Dr. Jack Kleinmann*. (Applause)

In addition to those who have been introduced, I want to express my appreciation of the work of the Records Section of NEA and especially the work of *Ken Butler*, who is over at my right. Thank you, Ken. (Applause)

Now you may not believe this, and especially in this Bicentennial year, but the preliminary delegate count for this annual meeting of the National Education Association is 7,676—or 76-76-76. (Applause)

You did it! Now just a word about our procedures.

The Committee met once over a two-day period at the NEA Center in Washington. Two members of the Minority Affairs Committee participated in our meeting. In addition, there were two telephone conference calls subsequent to our meeting and prior to the Representative Assembly. Since coming to Miami Beach, we have met more or less continuously and have had the benefit of our four observers from the Minority Affairs Committee serving with us here in Miami Beach.

According to the Executive Committee guidelines under which we operate, as well as the new business item adopted by the Representative Assembly last year, our Committee is obligated to report the names of those states in compliance and those not in compliance with all criteria in our governing documents that pertain to the seating of delegates.

Except for compliance with ethnic minority representation requirements, the Committee is glad to tell you that each state is in compliance with all other governance provisions which relate to the seating of Representative Assembly delegates. (Applause)

Now as you know, Bylaw 3-1(g) requires proportional representation of ethnic minority delegates at least equal to the ethnic minority proportion of members within the state. Our charge then is to report to you on the status of ethnic minority representation as of the beginning of May and right now at the opening of this Representative Assembly.

As of the date on which the Committee bases preliminary deliberations, all states but two had met their numerical requirements and were issued credentials by the Committee. The two states that did not achieve their numerical requirements were Hawaii and Illinois.

Hawaii quickly achieved its goal and credentials were then issued. Illinois, finding itself substantially short of its numerical requirement, developed and implemented a plan and within a two-week period achieved more than its minimum numerical requirement. The Committee was pleased to authorize the issuance of credentials.

Since our initial meeting, we have kept in close telephone and telegram contact with each and every state as we have learned of the possibility of noncompliance. We have been most impressed with the cooperation displayed by the states in question.

And this brings us to the present moment. And gee, what a moment!

We regret to inform you that the Overseas Education Association has not met the numerical requirement of Bylaw 3-1(g). It lacks two ethnic minority delegates. But because of the circumstances involved and the efforts made by that association, our Committee does recommend that the Overseas Education Association be seated at this Representative Assembly. (Applause)

But the best part is this. We are very proud to announce to the delegates assembled here that each and every other state affiliate has met, and in most instances exceeded, the proportional requirements in Bylaw 3-1(g). The Committee applauds you. (Applause)

And now, Mr. President, I have the pleasure to move the adoption of this preliminary Credentials Committee report.

President Ryor: Moved by *John Washington* and seconded by *Tom Tanous* of the Credentials Committee that this Assembly adopt the report of the Credentials Committee.

At Microphone 14, *Henry Capozzi*, Connecticut, for a point of parliamentary inquiry.

Henry Capozzi (Connecticut): *Henry Capozzi*, Connecticut delegation, speaking as an individual. Mine is more than a parliamentary inquiry. I wish to amend the report of the Committee. And, again, maybe I am in need of some guidance from the Chair.

President Ryor: All right, Mr. Capozzi, it is in order to amend the report as we amend any other motion, by addition, deletion, or substitution. What is your amendment?

Mr. Capozzi: I would like to amend the Credentials Committee report so that it would deny the seating of the Connecticut delegation, sir. And I have a seconder in *Leonard Solomita* as a delegate speaking as an individual.

... Motion was seconded by *Leonard Solomita* of Connecticut.

President Ryor: The motion is to amend the report of the Credentials Committee, deleting the Connecticut delegation. *Mr. Capozzi*, Microphone 14.

Mr. Capozzi: Mr. President, what I propose is not easy, but I feel that the election of the Connecticut delegates violated the principles of the NEA. I cannot as an individual attend these meetings and these Representative Assemblies and espouse one thing and watch other things practiced.

In Connecticut there were many members who were disenfranchised because they never received ballots. To me this violates the principle of a secret ballot. And then members were not even allowed to vote. We violated the one-person/one-vote principle. Because, again, no ballots were received by the membership. There was no attempt made by the Connecticut leadership to correct the errors that were committed.

The delegates from Connecticut elected on a statewide basis should, at the very least, be denied the right to vote in this Assembly because back in Connecticut the members who foot the bill were denied the right to vote. I would hope that the president of the Connecticut delegation or a speaker for that delegation would present the reasons and arguments as to why some of our members were denied the right to vote, and that this body would make the decision. Because when a group of us appealed to the Credentials Committee, the reply was a reply that should never have been sent in reply to an honest inquiry. Thank you.

President Ryor: Before you leave the microphone, what is the intention of your motion? Is it to unseat the entire delegation of Connecticut or just the locally elected?

Mr. Capozzi: To unseat those elected in the state election, not those in the local election.

President Ryor: Lenny Lavalette of Connecticut.

Lenny Lavalette (Connecticut): *Lenny Lavalette*, speaking for the delegation of Connecticut. We did have some problems in our balloting. Our problems dealt primarily with the United States Postal Service.

In our efforts to meet the ethnic minority requirements of the NEA regulation, the dates the ballots were sent to the Connecticut delegation happened to coincide with a time when the

United States Postal Service changed their operation in our region. Rather than the mail going through the Hartford Post Office, they started a process of carrying our mail to Springfield, Massachusetts, and then bringing it back to Connecticut. During that process, ballots were not received at the homes of members as early as we anticipated.

I first became aware of the pending problem on Easter Sunday when I got a call from a member who had not received a ballot. The following morning the balloting period was extended one week. First class mail was sent to some 2,500 members of the Connecticut Education Association—namely, each one of those individuals we had listed on an addressograph. For a full membership mailing, we have to go to a computer firm.

The balloting was extended one week to the 27th. Ballots did come in. At that time the ballots were sent to another computer firm and counted. When the challenge was made, we submitted this information to the Credentials Committee, and the CEA Board of Directors, as well, dealt with the issue. It was our feeling, and I believe the feeling of many members, as we traveled what we call our county-town route, who recognized the difficulty, that the election was conducted in a very fair and equitable manner.

Additionally, at the time the problem came, we extended the balloting to May 27. If we had tried to conduct another election with the printing of ballots, the receiving of the labels and whatnot, we wouldn't have had the election conducted as of this date. And, therefore, we certainly could not have done it by May 1.

President Ryor: Thank you very much. Having no other speakers at the microphone, I am going to place the amendment and remind those Connecticut delegates who are elected as state delegates that they may not vote because their seats are in question.

The amendment is to deny seats to the Connecticut state delegates. All those in favor . . . opposed . . . *the motion fails.* We are back to the main motion. (Applause)

The main motion is to adopt the report of the Credentials Committee. I will place that motion. All those in favor . . . opposed . . . *the motion is carried.* Thank you very much, John, thank you very much for your Committee's hard work. We will be hearing more from you.

Mr. Washington: Thank you very much, John.

President Ryor: At the Pittsburgh convention in 1944 only one state, Oregon, was unified. (Applause)

Now all 53 state associations are unified. The latest to join the ranks of the unified states are the Asociacion de Maestros de Puerto Rico and the newly merged Mississippi Association of Educators.

Will *President Jose Eligio Velez* and *Associate Secretary Awilda Aponte Roque* please come forward. (Applause)

It is my pleasure to present to you on behalf of the NEA this plaque which is inscribed as follows:

The National Education Association of the United States proudly recognizes the Asociacion de Maestros de Puerto Rico as a unified state affiliate and as a leader in the unification of the teaching profession, this year, 1976-77.

Congratulations. (Applause)

Will the Puerto Rico delegation please stand.

(Names of delegates were read.)

President Ryor: Welcome to the ranks of the united and unified associations. Congratulations.

Jose Joaquin Rivera, member emeritus of the NEA Board of Directors, please come forward. We also have *Mrs. Rivera* with Jose.

Jose, your years of service on the NEA Board of Directors and your half a century of service to the Asociacion de Maestros de Puerto Rico are unique. Your hard work, devotion, and service helped build the Puerto Rico Education Association. On behalf of the National Education Association, it is my pleasure to present to you this plaque and medallion as a token of our esteem and deep appreciation. (Applause)

Jose Joaquin Rivera (Puerto Rico): Mr. President, fellow delegates to this convention, members of the Board of Directors, and special friends: I have been for 30-and-some years working in the Board of Directors of the NEA. Directors and special friends, it has been a great pleasure for me to receive this honor.

I accept these lines as a recognition to all Puerto Rican teachers, especially to our good

friend *Jose Eligio Velez*, the fellow who was standing here some minutes ago, our president, and to our executive secretary. Getting unified in Puerto Rico last December was a gigantic task, but our teachers made this dream a reality.

As an honorary member of this institution and of the Board of Directors, I feel proud to receive your recognition. As a Puerto Rican I declare that the teachers must continue to work hard so as to create a better and a stronger teaching profession. This should be our immediate and urgent goal. Thank you very much. *Gracias*. (Applause)

President Ryor: At this time I'd like to make available just a few minutes for *President Jose Eligio Velez*, the president of the Puerto Rican teachers. (Applause)

Jose Eligio Velez (Puerto Rico): Mr. President, dear colleagues: On behalf of the Puerto Rican teachers, I thank you for this activity in which you have honored our *Jose Joaquin*. *Jose Joaquin* is one of our best, our most respected leaders in Puerto Rico. He has been an honorary member of our association and an honorary member of the national Association for many years.

As a matter of fact, many teachers know *Jose Joaquin* as an *hombre de la NEA*. This means that in Puerto Rico, many teachers know him as the man from the NEA. It is due to his effort that the national Association survived in Puerto Rico for 70 years.

During the second part of the year 1975, we had to work very hard in Puerto Rico, with the aid of several members of your staff, to achieve a positive vote for unification. The vote in our last general assembly was almost unanimous.

It is for these reasons, for *Jose Joaquin*, we are so proud of him in our working groups. *Jose Joaquin* is one of our most active working members, and for us it is a symbol. Now we are committed for teachers, for teachers all over the states, to defend the rights and working conditions of our teachers. And for this *Jose Joaquin* is to be commended.

As I said at the beginning, I want to say to you in the name of Puerto Rican teachers, *muchas gracias, amigos*. *Muchas gracias*. (Applause)

President Ryor: At Microphone 11, for a point of privilege, *Julia Ortiz* from Puerto Rico. (Puerto Rican group at Microphone 11 spoke in Spanish, with applause.)

President Ryor: Thank you very much. *Will Wylma King*, president of the newly merged Mississippi Association of Educators, formerly MTA and MEA, please come forward. And will the *President-Elect Beatrice Bradley*, *Executive Secretary John Ashley*, *Associate Executive Secretary C.J. Duckworth*, and *J.D. Williams* come and stand behind her.

Before I present the plaque for unification, allow me to express to you and to your delegation our thanks that after many months of negotiations, MTA and MEA reached an agreement this spring. *Ms. King*, although your new association came into being on March 16 of this year, and although you don't officially move into your new headquarters until September 1, your association has done what most people said could not be done—you have adopted a new constitution and you have voted unification all in a 90-day time span. It affords me an honor as well as a distinct pleasure to present to you this unification plaque, which is inscribed as follows:

The National Education Association of the United States proudly recognizes the Mississippi Association of Educators as a unified state affiliate and as a leader in the unification of the teaching profession, this year, 1976-77.

Congratulations. (Applause)

Wylma King (Mississippi): Mr. President and delegates: On behalf of the officers and members of the Executive Board and staff and all the potential members of the new Mississippi Association of Educators, those present and those back home, it is a real pleasure for me to accept this plaque and to share this experience with you today.

We shall continue to do our best to make our association a viable one that will benefit and meet the needs of all of the educators and education in the state of Mississippi. We are counting on your continued support and the cooperation of our national affiliate because, as you have said, we are you. Thank you. (Applause)

President Ryor: In Resolution I-2 the NEA Executive Committee has been charged by this Representative Assembly to evaluate the merged associations every two years and to report annually to the Delegate Assembly on the progress being made.

In keeping with this charge from the RA, this spring the NEA Research Division conducted an extensive survey of our members in Arkansas, Florida, and Texas to see if there has been compliance with the terms of the merger, not only in fact but also in spirit.

Like the findings of similar surveys taken last year in Alabama, Georgia, South Carolina, Tennessee, and Virginia, I am happy to report that the mergers are working well in Arkansas, Texas, and here in Florida. The full results of the analysis of the surveys are being mailed at this time to the leaders of those three states.

At this time I wish to call your attention to the parliamentary guidelines beginning on page 18 of your program. You should find these helpful on all parliamentary and procedural matters ranging from the making of motions to the abuses of microphones.

To assist you we are again this year providing a Representative Assembly information table. Its purpose is to provide information on any convention matter, including Resolutions, New Business Items, technical assistance, financial estimates, or any aspect of the proposed budget.

Staff at the table should be able to help you. If they do not have the answers to your questions, they are prepared to get the answers for you. They will be seated during the convention at a table directly in front of this stage. They will be available during the entire time that the Assembly is in session.

Those of you who may be considering the possibility of initiating any official business may wish to take advantage of the information service. It will help you to check your proposed action for possible duplication, policy conflict, potential legal difficulties, and the like.

Such information is especially important when your proposed action relates to legislative items.

As additional help to delegates, a new pamphlet entitled "Guide to RA Information Services" has been published and a copy mailed to each delegate. The guide contains a great deal of useful information, particularly in a centerfold that contains a schedule of all RA deadlines. It also gives further details about the RA information service. Additional copies of the guide are available at the information table as well. Thank you very much.

The Standing Rules governing the meeting and the proposed amendments to the Rules will be presented by the chairperson of the Constitution, Bylaws, and Rules Committee, *Bernard J. Freitag* of Pennsylvania. *Mr. Freitag*. (Applause)

Bernard J. Freitag (Pennsylvania): Thank you, Mr. President. The Standing Rules require that amendments to the Standing Rules that have been given no less than 120 days prior notice be adopted by a majority voice vote. Amendments to the Standing Rules with less than 120 days prior notice require a two-thirds voice vote.

Mr. President, I would like to suggest the procedure that we move through those amendments to the Standing Rules that are published in the delegates' handbooks beginning on page 25, that we proceed all through those Rules, moving and adopting those that require a majority vote. At that time, I suggest we move to the printed sheet that all the delegates received with their credentials for those amendments that have been submitted without the 120 days prior notice and that will require a two-thirds voice vote.

Mr. President, we also have some amendments coming from the floor without the 120 days prior notice that will require a two-thirds voice vote, and I suggest we move to those after those on the yellow sheet that were in the delegates' packets. (Applause)

President Ryor: If there is no objection from the body, we will move through the Standing Rules as proposed by *Mr. Freitag*.

Mr. Freitag: Thank you. On page 25, it has been requested by a vote of the Constitution, Bylaws, and Rules Committee that the first proposed amendment be withdrawn so that the second proposed amendment may prevail. Mr. President, I request the withdrawal of the first proposed amendment.

President Ryor: Without objection, the first proposed amendment to Standing Rule 1-B will be withdrawn. Hearing no objection, it is withdrawn.

Mr. Freitag: Mr. President, I move the second proposed amendment.

... Motion was seconded by *Ms. Dillon Stone* of New Mexico.

President Ryor: Are there any comments, questions, discussions, or amendments? Having no one at the microphones, I will place the motion. All those in favor ... opposed ... the motion is carried.

Mr. Freitag: On page 26, the third proposed amendment. Mr. President, I move the adoption of the third proposed amendment to the Standing Rules.

... Motion was seconded by *Horace Mayo* of Minnesota.

President Ryor: There is a motion to adopt the third proposed amendment to the Standing Rules by *Mr. Freitag*.

Mr. Freitag: Mr. President, the intent of this amendment is to facilitate the credentialing process, and it will provide for the certification of the eligibility clause to the source that is within the state affiliates.

President Ryor: Are there any further comments or questions? I have at Microphone 2 **Tom Stahr** from Michigan. **Mr. Stahr**, is it your desire to speak to this particular rule amendment?

Tom Stahr (Michigan): I have a motion to suspend the Rules for an addition to Standing Rule 2. I think **Mr. Freitag** said he would like to have these considered after the yellow sheet is finished.

President Ryor: That is correct. We are going to deal with those at the end of the yellow sheet. All right?

Mr. Stahr: Fine.

President Ryor: The motion before you is to adopt the third proposed amendment to the Standing Rules. Are there any further comments or questions? Seeing no one at the microphones, I will place the motion. All those in favor . . . opposed . . .

Let's try that one more time. It carried, I think, 100 to 50. All those in favor . . . opposed . . . the motion carries.

Mr. Freitag: On page 27, the fourth proposed amendment. Mr. President, I move the fourth proposed amendment.

. . . Motion was seconded by **Maurice Swanson** of Kansas.

Mr. Freitag: The fourth proposed amendment is the current practice of the NEA, and this amendment, incorporating this amendment into the document, will make it a part of our Rules.

President Ryor: Are there any further comments, questions, or amendments to the Rule? Seeing no one at the microphones, I will place the motion: All those in favor . . . opposed . . . the motion carries. **Mr. Freitag:**

Mr. Freitag: On page 27, the fifth proposed amendment. Mr. President, I move the adoption of the fifth proposed amendment to the Standing Rules.

. . . Motion was seconded by **Ms. Dillon Stone** of New Mexico.

Mr. Freitag: This amendment advances the date for filing lists of successor delegates.

President Ryor: Are there any further comments or questions in regard to the fifth proposed amendment? I will place the motion. All those in favor . . . opposed . . . the motion loses.

A division has been called for. It would be useful, ladies and gentlemen, when we have division votes, if you would wave a piece of white or yellow paper. All those in favor please stand . . . opposed please stand . . . I am going to rule that the motion carried. **Mr. Freitag:**

Mr. Freitag: The sixth proposed amendment will be found on page 28. Mr. President, I move the adoption of the sixth proposed amendment to the Standing Rules.

. . . Motion was seconded by **Horace Mayo** of Minnesota.

President Ryor: Are there any comments?

Mr. Freitag: The sixth proposed amendment clarifies the tenure of a successor delegate who replaces a credentialed but not a registered delegate.

President Ryor: I have at Microphone 13 **Walt Prothero** of Utah for a point of order.

Walter Prothero (Utah): Mr. Chairman, I was at the microphone at the time of consideration for Amendment 3 and asked for the floor to make an amendment to that amendment. It was called in and I was not recognized before the vote was taken.

President Ryor: **Mr. Prothero**, my parliamentarian tells me there was a little confusion with the phones to start with. I am going to suggest that we go back to proposed amendments after we have completed these other amendments, if that meets with your approval.

Mr. Prothero: Thank you, Mr. Chairman.

President Ryor: Okay. **Mr. Freitag:**

Mr. Freitag: There is no more discussion on the sixth proposed amendment.

President Ryor: Is there any more discussion on the sixth proposed amendment? I have at Microphone 11 **Judith Owens** from New Jersey to amend.

Judith Owens (New Jersey): Mr. President, I would like to move an amendment to the proposed amendment. If you look at the italicized section, in the sentence that says, "However, if a delegate is unable to attend one or more meetings by reason of health or family emergency," I would like to delete the word "or," and add the words "jury duty, military duty, or incarceration for engaging in a strike," so that that sentence would read: "However, if a delegate is unable to attend one or more meetings by reason of health, family emergency, jury duty, military duty, or incarceration for engaging in a strike," and continuing on. And I would like to make exactly the same change in the last sentence. I have a second at this microphone.

President Ryor: Judy, I am going to suggest that we take this item at the end of the list with those that require two-thirds vote. These amendments require just a simple majority because there was previous notice. *Mr. Freitag* indicated that the procedure would be that we would deal with those amendments where there was not previous notice at the completion of these. So if you will allow us, we will place that amendment at the end of the consideration of those that only require a majority.

Ms. Owens: Thank you.

President Ryor: I'd like to suggest one other thing that would help our people managing the telephones. When you call in and want to deal with the sixth proposed amendment, do not refer to that as the sixth rule. It is not the sixth rule. State specifically the number of the amendment you are speaking to. They are listed in the book.

We are back to discussion of the sixth proposed amendment. Are there any further comments or questions? Microphone 3, *Norma Lee Holsteine*.

Norma Lee Holsteine (Michigan): I wanted to talk about "by reason of health or family emergency." What if there were some other kinds of emergency, if you had to get more certification or something, if the state board of education said you had to have a certain number of hours or something? Would you have to give up your delegate status to go to school? That is a question.

President Ryor: Norma Lee, I'd suggest again that for that specific reason that was raised, it would require an amendment to include other sorts of emergencies. That, in turn, would require a two-thirds vote. And we will entertain those motions upon the completion of these that only require a majority.

Ms. Holsteine: Thank you.

President Ryor: If there is no one else at the microphones, I think we are ready for the question. I take it we are not ready for the question. Microphone 11, *Frank Totten* of New Jersey.

Frank Totten (New Jersey): Mr. President, I have a question on point of procedure. You just ruled that our president, who has an amendment to make to this motion, would have to wait. But now you are going to go on with the motion anyway. It doesn't seem logical to me that you are going to vote on a motion without our amendment in it, because you have to make the amendment to the motion before you can adopt the motion, don't you? (Applause)

President Ryor: Frank, my ruling is that the information presented constitutes a new amendment by addition. We will entertain the motions to add to these amendments upon the completion of the consideration of them.

I stated when *Mr. Freitag* laid out the process here that at the appropriate time we would consider those amendments that had not had previous notice. As I understand it, Judy's amendment did not have previous notice and requires a two-thirds vote.

Mr. Totten: But if we want to amend an amendment isn't this an amendment already?

President Ryor: This is an amendment already, a proposed amendment. And the delegates have been notified.

Mr. Totten: So what we are doing is seeking to amend an amendment. We are not seeking to amend the original Rule. Why would we have to have that Rule that was announced ahead of time apply to this now?

President Ryor: Because it substantially changes the nature of the amendment.
(Cry of "No.")

Mr. Totten: Well, thank you for the answer. And I would like to challenge the Chair's ruling.

President Ryor: Very good. There's been a challenge to the ruling of the Chair. The question is whether the Chair's ruling will be sustained. All those in favor . . . opposed.

I am going to ask for a division. All those in favor please stand . . . opposed please stand . . . I am going to rule that the Chair has been sustained.

I have at Microphone 10 *Ed Arriaga*, Arizona.

Ed Arriaga (Arizona): On the ninth line from the top on the sixth proposed amendment, speaking to the word "should," Mr. President, shouldn't that word be "shall"?

President Ryor: Ed, if I can ask specifically, starting on the top line of the italicized letters?

Mr. Arriaga: Starting with the words "to fill possible vacancies."

President Ryor: I am sorry, I am still not with you here.

Mr. Arriaga: The ninth line.

President Ryor: All right, Bernie, do you have it? That is not part of the amendment, Ed. The part that constitutes the sixth proposed amendment is only that section that is printed in the italicized letters.

Mr. Arriaga: Thank you.

President Ryor: Any further comment of question regarding the sixth proposed amendment? Seeing no one at the microphones, I will place the motion. All those in favor . . . opposed . . . the motion carries. The seventh proposed amendment, *Mr. Freitag*.

Mr. Freitag: The seventh proposed amendment is on pages 28 and 29, Mr. President, I move the adoption of the seventh proposed amendment.

. . . Motion was seconded by *Maurice Swanson* of Kansas.

President Ryor: Is there any comment?

Mr. Freitag: The seventh proposed amendment establishes that a successor shall replace a registered delegate only for that portion of time the regular delegate is absent from the RA.

President Ryor: Are there any further comments or questions on the seventh proposed amendment to Rule 2-C? No one at the microphones. All those in favor . . . opposed . . . the motion is carried. *Mr. Freitag*.

Mr. Freitag: The eighth proposed amendment is on page 33, continuing on to page 34. Mr. President, I move the adoption of the eighth proposed amendment.

. . . Motion was seconded by *Ms. Dillon Stone* of New Mexico.

President Ryor: Is there any comment?

Mr. Freitag: The eighth proposed amendment provides that New Business Items to be voted on by the Assembly must be available to the delegates one day prior to action being taken on the New Business Items.

President Ryor: I have at Microphone 11 *Ray Gran*, Indiana.

Raymond Gran (Indiana): Thank you, Mr. President. Speaking for the delegation, I yield my time to *Stan Irwin*, also speaking for the delegation.

President Ryor: Microphone 11.

Stan Irwin (Indiana): I'd like to speak in opposition to the passage of this amendment. Conceptually it sounds great that the delegates would be able to receive the New Business Items 24 hours in advance.

That might have been possible under the old procedures where we covered the New Business Items all at one time, but now with the new method of covering New Business Items as they come up, it could become very hard for a person to submit a New Business Item now. It must then be printed and sent out, and one must wait for 24 hours, during which New Business Items have already come up—for example, the Board of Directors has the first choice to get the New Business Items up. You would not be able to call up one of the old or later New Business Items to substitute for the other New Business Items because you wouldn't even cover it for 24 hours; you'd have to go through the tedious process of amending by substitution.

So it would appear to me that, at least during this session, if we are going to continue to have the New Business Items covered on a periodic basis, we should be able to receive the New Business Items in the morning and at least be able to call them up if they are similar to a New Business Item that is already set there.

For this reason I would like to speak in opposition to the eighth proposed amendment.

President Ryor: Microphone 5, *John Makowski*, Michigan.

John Makowski (Michigan): I wanted to speak on proposed amendment 18 later, after the yellow sheet has been approved.

President Ryor: All right. Any further comment? Microphone 3, *Hazel Stover* of California.

Hazel Stover (California): Speaking as an individual, I would also urge opposition to the eighth proposed amendment. I think, as *Mr. Irwin* has explained very eloquently, that this does cause a problem for the action of the RA in terms of the members when they come here and have to try to organize and present the proposals that they are interested in.

They have to secure the signatures of 50 delegates, and this makes it somewhat difficult to meet the deadlines. So I think that if we are interested in seeing to it that the members have an opportunity to give the input and get the business done, then we should not put stumbling blocks in the way of the Representative Assembly to present New Business Items.

If we are going to follow the procedure that we handle New Business Items daily, we must allow the flexibility that these people can present the New Business Items they wish and not have them held in abeyance for 24 hours waiting for them to be printed. In the meantime, other New Business Items on a similar subject are acted upon, and then all subsequent items end up being ruled out of order, and we stifle the democratic process. So I would urge opposition to the eighth proposed amendment.

President Ryor: Microphone 11, *Alan Davenport*, New Jersey.

Alan Davenport (New Jersey): Thank you, Mr. President. Speaking for the New Jersey dele-

gation. It is great to say that we should be able to move our business as quickly as possible. However, we don't want to move with so much haste that we have too much leisure later to repent in.

I don't know whether or not the time for a discussion and debate has passed on issues. I feel that sufficient time should be allowed. I do not feel that we should take a vote on any item of business before this Assembly until all of us who are here as representatives have had time to discuss it thoroughly with our state caucus. Thank you.

President Ryor: Microphone 16, *Grace Grimes, Texas.*

Grace Grimes (Texas): President of the Texas State Teachers Association, speaking for the delegation. The Texas delegation is on record in opposition to the proposed eighth amendment for the reasons given by two of the previous speakers, feeling that we do need at times to present information to a body and then to act upon it. Feeling also that in this convention, these rules could be adopted, could go into effect, and those persons who thought they had perhaps until tomorrow or another time to present New Business Items would be prevented from doing so. We are in opposition and urge the defeat of this amendment. (Applause)

President Ryor: Thank you very much. Microphone 7, *Art Parks, New York.*

Art Parks (New York): Mr. President, *Art Parks* from New York, speaking as an individual in opposition to the amendment that would restrict this Assembly in deciding matters which it can do at the last possible moment without stopping a delegate, an individual, or a delegation from presenting something at the last moment, rather than having 24 hours to write something up and pass it out.

I appeal on the base of democracy, Mr. President, to the RA, to all the delegates. We ourselves have a long history of being the most democratic assembly in the United States and perhaps the world. This is merely another restriction that seems to be added year after year. We have enough restrictions.

We, the delegates, year after year have not exceeded the bounds of democracy, so I appeal to you to vote this one down. (Applause)

President Ryor: Having no one else at the microphones, I will place the vote on the eighth proposed amendment. All those in favor . . . opposed . . . *the motion loses. Mr. Freitag.*

Mr. Freitag: The ninth proposed amendment is on page 34. Mr. President, I move adoption of the ninth proposed amendment.

. . . Motion was seconded by *Horace Mayo* of Minnesota.

Mr. Freitag: The ninth proposed amendment provides that all New Business Items received by the NEA be distributed early.

President Ryor: Are there any further comments? I have at Microphone 1 *Ramon Huerta* of New Mexico.

Ramon Huerta (New Mexico): I am on the wrong sheet. I will have to wait for the yellow sheet to be considered.

President Ryor: Very well. Microphone 8, *Mary Ann Ligato* of Michigan.

Mary Ann Ligato (Michigan): My amendment should be considered after the yellow sheet.

President Ryor: Any other comments on the ninth proposed amendment? Having no one else at the microphones, I will place the motion. All those in favor . . . opposed . . . *the motion is carried. Mr. Freitag.*

Mr. Freitag: The tenth proposed amendment is on pages 34 and 35. Mr. President, I move the adoption of the tenth proposed amendment.

. . . Motion was seconded by *Maurice Swanson* of Kansas.

Mr. Freitag: The tenth proposed amendment provides for the identification of the source of New Business Items.

President Ryor: Microphone 1, *Ramon Huerta, New Mexico.*

Ramon Huerta (New Mexico): I am sorry, Mr. President. I don't know what sequence you are on at this moment.

President Ryor: My apologies, Ramon. Any further comments on the tenth proposed amendment? Seeing no one at the microphones, we will place the motion. All those in favor . . . opposed . . . *the motion is carried. Mr. Freitag.*

Mr. Freitag: The eleventh proposed amendment is on page 38. Mr. President, I move the adoption of the eleventh proposed amendment.

. . . Motion was seconded by *Ms. Dillon Stone* of New Mexico.

Mr. Freitag: The eleventh proposed amendment would provide a limit of two 3-year terms for the members of the NEA Resolutions Committee.

President Ryor: Are there any further comments or questions regarding the eleventh proposed amendment? Microphone 11, *Ray Gran*, Indiana.

Raymond Gran (Indiana): John, I am a little confused on what you were saying before. I wanted to make an amendment to reduce this from three to two. Is that permissible at this time? I am not adding to it; I am just trying to reduce it.

President Ryor: My chairman of the Constitution, Bylaws, and Rules Committee says Yes.

Mr. Gran: Okay. I move to replace the word "three," which refers to terms, with the word "two." I have a second at Microphone 16.

President Ryor: Microphone 16.

... Motion was seconded by *Helen Montgomery* of Washington.

President Ryor: There is a motion by *Mr. Gran* of Indiana to amend by reducing three years to two years. Microphone 11, *Ray Gran*.

Mr. Gran: We understand the need for a longer term in order to ensure continuity on the Resolutions Committee, but we feel that three years is too long. Two years would provide a reasonable period of time for the membership to review the performance of Committee members and also would allow for the continuity. And this was a caucus position held by the Indiana delegation. Thank you.

President Ryor: Are there any further comments or questions on *Mr. Gran's* amendment to reduce the terms from three years to two years, commencing at the close of the last meeting of the Representative Assembly? Seeing no one else at the microphones, I will place the motion on the amendment. The amendment is to change the term from three years to two years. All those in favor ... opposed ... the motion loses.

We are back to the main motion. Microphone 8, *Gunnar Brown* from Missouri.

Gunnar Brown (Missouri): Mr. Chairman, last year the RA went on record as wanting the delegates elected here at the RA. One of the reasons that we gave for electing these members at the RA was that they must be responsible to us.

I think they should continue to be responsible year after year after year. I believe that if a Resolutions Committee member does his job, he will get re-elected. I think we should retain the Rules as they are; we should elect these members one year at a time, and not elect them for three years and have them become unresponsive to the RA. Thank you very much.

President Ryor: Microphone 2, *Ann Speicher*, Michigan.

Ann Speicher (Michigan): *Ann Speicher*, Michigan, speaking for the Michigan delegation. We are in support of the proposed change as amended. It is the purpose of this proposed change to assure some continuity on and expertise within the Resolutions Committee.

We feel that this is essential if we are to come out with a quality product which you as representative delegates can accept. The proposed change is in no way an effort to perpetuate this Committee. In fact, as it stands amended, it would limit the amount of time a Committee member could serve to four years rather than six years as originally stated.

We further want to point out that we are not trying in any way to indicate that a person who has not served on the Resolutions Committee is not a capable person. This would be foolish. We have many articulate and knowledgeable people within our Association and within every state, but we do believe that experience gives an added depth to a person's effectiveness in working on this Committee. We hope that you will support it.

President Ryor: Microphone 6, *Emma Lue Johnson*, Hawaii.

Emma Lue Johnson (Hawaii): My name is *Emma Lue Johnson*, state of Hawaii, speaking as an individual in opposition to the pending motion that would change the term of Resolutions Committee members from the present term of one year to three years.

Continuity is not a valid reason for the various delegations to sit here and vote away their present right to choose the spokesperson or spokespersons of the Resolutions Committee each year. The present Rules limit the term to one year, but our members have been elected as many as six years with all of the funding by NEA.

The present Resolutions Committee is made up as follows: one-year members, 49; two years, 30; three years, 15; four years, 7; five years, 4; six years, 2. Approximately 27 of 107 members of the present Resolutions Committee have been elected to the Committee for three years or more. We need to be able to elect someone else if reports to delegations could be done better by another person.

There is also a need to involve a wider spectrum of our Association leaders in the work of this interesting and important Committee. I speak from two years' experience on the Resolutions

Committee and urge the defeat of this proposed amendment to Standing Rule 8. Let's keep our options open to re-elect or not re-elect annually. Thank you. (Applause)

President Ryor: Microphone 3, *Steve Edwards*, California.

Steve Edwards (California): Thank you, Mr. President. I am speaking for the California delegation. We are very much in favor of the three-year term as printed. We must have some kind of coordination; we must have some kind of continuity. When we are working with the term for only one year, someone barely finds his way around in Resolutions until perhaps he is gone, and then we work with a perpetual problem. I am speaking very much in favor from California for the three-year term.

President Ryor: Microphone 7, *Thelma Thompson*, Delaware.

Thelma Thompson (Delaware): *Thelma Thompson*, Delaware, speaking in opposition to the proposed amendment. If we look at the pattern of behavior in electing representatives to the Resolutions Committee, we will find that there has been a great deal of continuity throughout the years.

People who perform well in this capacity are regularly returned by their delegations to serve for additional years. The possibility for continued service is there. There is also the delightful opportunity to demand accountability for those who are representing us.

I think this is a distinct advantage in this particular position. I would speak against changing it. I think we have plenty of opportunity for the continuity we are looking for, and let's demand a little more accountability out of those people who attend the NEA Representative Assembly. I have seen too little of it in the last eight years that I have attended.

President Ryor: Microphone 1, *Catherine Smith*, New Mexico.

Catherine Smith (New Mexico): Thank you, Mr. President. I have two points of information.

First, did the amendment to change to two years pass or fail?

President Ryor: That amendment failed.

Ms. Smith: Thank you. Then secondly, as the eleventh proposed amendment reads now, if a person has already or will have completed six consecutive terms as a delegate to the Resolutions Committee, does this amendment, if it passes, allow that same person to run for an office and be elected for three more years?

President Ryor: *Bernie.*

Mr. Freitag: If you will notice on the bottom of page 38, the twelfth proposed amendment will be voted if the eleventh proposed amendment passes. The twelfth proposed amendment inserts the 1976 NEA Representative Assembly as the beginning point of such a new program and further establishes that in states with multiple members of the NEA Resolutions Committee the terms will be staggered.

President Ryor: Which means, *Catherine*, in answer to your question, they would be able to run for three more years if the twelfth proposed amendment passes.

Ms. Smith: Thank you very much, Mr. President.

President Ryor: Microphone 16, *Helen Montgomery*, Washington.

Helen Montgomery (Washington): *Helen Montgomery*, state of Washington, speaking as an individual, as a member of the Resolutions Committee, and as a person who seconded the amendment that just failed as a compromise position.

I hope you would now go for the one-year term. It is important that every state maintain accountability by all members of the Resolutions Committee. By voting on them each year, you will be able to maintain that.

President Ryor: Microphone 14, *James Politis*, Maryland.

James Politis (Maryland): *James Politis*, speaking as an individual, a delegate from Maryland. I move the previous question.

President Ryor: There is a motion to close debate. Is there a second?

... Motion was seconded by *Rita Winterbourne* of Maryland.

President Ryor: It requires a two-thirds vote. All those in favor ... opposed ... debate is closed.

I will place the motion. All those in favor ... opposed.

I am going to ask for a division. I have got to wait till *Horace* gets up here—it is a long run! All those in favor please stand ... opposed please stand ... *I am going to rule that the motion failed.*

I have been notified that there are noncertified people sitting in delegate seats. Please move to the proper area. *Mr. Freitag.*

Mr. Freitag: Mr. President, because the eleventh proposed amendment failed, it will not be necessary to vote on the twelfth proposed amendment, which was a contingency amendment.

The thirteenth proposed amendment is on page 39. I move the adoption of the thirteenth proposed amendment.

... Motion was seconded by *Maurice Swanson* of Kansas.

President Ryor: Are there any comments?

Mr. Freitag: Yes, Mr. President. Actually the change proposed in the thirteenth proposed amendment has been the practice for the last four years. The amendment recognizes the time constraints on the Representative Assembly and their impact on the contracted printer deadlines.

President Ryor: Are there any further comments or questions in regard to the thirteenth proposed amendment? Seeing no one at the microphones, I will put the question. All those in favor ... opposed. We will try again, ladies and gentlemen. All those in favor ... opposed ... the motion carries. *Mr. Freitag:*

Mr. Freitag: Mr. President, the next proposed amendment is on page 40, and it is listed as a special proposed amendment for this Representative Assembly only. I move this special proposed amendment on page 40.

... Motion was seconded by *Ms. Dillon Stone* of New Mexico.

Mr. Freitag: The purpose of this amendment is to guarantee that in today's schedule, where the Open Hearing was held and then our first session, the members would have the chance to discuss Resolutions in the state caucuses tomorrow morning with the 6:00 P.M. deadline for the submission of new Resolutions occurring tomorrow at 6:00 P.M. We will be seeking a permanent solution for this scheduling problem for future years.

President Ryor: Are there any further comments? No one at the microphones, so I will place the motion. All those in favor ... opposed ... the motion is carried. *Mr. Freitag:*

Mr. Freitag: The fourteenth proposed amendment is on page 41. Mr. President, I move the adoption of the fourteenth proposed amendment.

... Motion was seconded by *Horace Mayo* of Minnesota.

Mr. Freitag: Mr. President, experience and practice suggest that the business of the Representative Assembly will be facilitated if the people who give their signatures to proposed amendments deal through a contact person, and if the Constitution, Bylaws, and Rules Committee is able to deal with those people signing the petition in turn through the contact person.

President Ryor: Having no further comment or question, I will place the motion. All those in favor ... opposed. I am going to ask once again. All those in favor ... opposed ... I rule the motion carries. *Mr. Freitag:*

Mr. Freitag: The fifteenth proposed amendment will be found on pages 42, 43, and 44. I move the adoption of the fifteenth proposed amendment.

... Motion was seconded by *Maurice Swanson* of Kansas.

Mr. Freitag: This amendment would enable the Constitution, Bylaws, and Rules Committee to arrange the proposed amendments in a sequential order through the governance documents. In doing so, the Committee would not divide any amendment submitted from the delegations. It would simply be listed in an amendment number order according to the first article or section of the Constitution, Bylaws and Rules affected by the proposed amendment.

President Ryor: Having no one at the microphones, I will place the motion. All those in favor ... opposed ... the motion carries. *Mr. Freitag:*

Mr. Freitag: The sixteenth proposed amendment is on pages 44 and 45. I move the adoption of the sixteenth proposed amendment.

... Motion was seconded by *Ms. Dillon Stone* of New Mexico.

Mr. Freitag: At the present time, the NEA Board of Directors is not authorized to submit amendments to the Standing Rules to the Representative Assembly for vote. This would give them that prerogative.

President Ryor: Seeing no one at the microphones, I will place the motion. All those in favor ... opposed ... the motion carries.

Mr. Freitag: The seventeenth proposed amendment will be found on page 49. The seventeenth proposed amendment is connected with the eighteenth proposed amendment. The seventeenth proposed amendment will be voted first because it is more severe. If it passes, there is no need to move to the eighteenth proposed amendment. If it fails, we would move to the next amendment.

Mr. President, I move the adoption of the seventeenth proposed amendment.

... Motion was seconded by Horace Mayo of Minnesota.

Mr. Freitag: The seventeenth proposed amendment would provide that the position of the names of candidates to be elected will be decided by a lottery.

President Ryor: Microphone 20, Bernard Anderson, Nevada.

Bernard Anderson (Nevada): Bernard Anderson, speaking on behalf of the state of Nevada. Originally, in Los Angeles, the question arose in elections as to the proper outcome of the election itself, and we in Nevada discovered in arriving here that a new proposed amendment was placed. And we find that this is objectionable because it still leaves the procedure open to questionable actions. The idea of it making a practice that is not clear to all the members, the idea of using a lottery or any other method that could be open to such criticism, should be avoided at all costs.

It leaves open the problems of printing and the inherent problems of misspellings that seem to constantly occur on ballots again, and therefore we in Nevada urge the defeat of this amendment.

President Ryor: Microphone 6, David Geikie, Massachusetts.

David Geikie (Massachusetts): Mr. President, I have a parliamentary inquiry on the fifteenth proposed amendment, not the present one. Will you discuss that now?

President Ryor: Ask your question.

Mr. Geikie: On the fourteenth proposed amendment, we changed the wording from "majority" to "contact person." Then when we went to the fifteenth proposed amendment, we changed it back to "majority" again. And I don't think we meant to do that. I wonder whether that stands.

President Ryor: *Mr. Freitag,* would you care to respond to that? Would you repeat again your question?

Mr. Geikie: Yes. On the fourteenth proposed amendment, we changed the wording from "majority of" to "contact person for."

President Ryor: That is correct.

Mr. Geikie: Then in the fifteenth proposed amendment, which dealt with printing and distribution, that amendment had in it the words "majority of." My question is, Do we have to amend the fifteenth proposed amendment to get it back to what we just voted?

President Ryor: *Mr. Freitag.*

Mr. Freitag: The question is really related to the process that we are following here. The fourteenth proposed amendment is to Rule 9-A and came from a different source than the fifteenth proposed amendment, which is also to Rule 9-A.

At the time of printing in the handbook, we have no way of knowing whether the fourteenth amendment will pass or not. So the fifteenth proposed amendment is presented in the terms that the Standing Rules now provide. As a result of the passage of the fourteenth proposed amendment, the Rule will be rewritten to incorporate that change as amended.

Mr. Geikie: Thank you, sir.

President Ryor: We are currently on the seventeenth proposed amendment to Rule 10, page 49. Having no one at the microphones, I will place the amendment. All those in favor ... opposed ... the motion carries.

Mr. Freitag: Mr. President, it is not necessary then to vote on the eighteenth proposed amendment, and I would announce to the Representative Assembly that the location of the lottery will be Room 105 in this hall. That will occur according to procedures already adopted by the Board of Directors one-half hour after the close of the nominations in this Assembly's session or as soon as all of the candidates or their designees have assembled. In the event that a candidate or designee is not present for the lottery, the chairperson of the Elections Committee will draw for that candidate.

The lottery procedure will be conducted under the supervision of the chairperson of the Constitution, Bylaws, and Rules Committee or his designee, Room 105. Anyone who wishes to attend may.

Mr. President, the next amendment is on page 52. I move the adoption of the nineteenth proposed amendment.

... Motion was seconded by Ms. Dillon Stone of New Mexico.

Mr. Freitag: No comment.

President Ryor: Is there any comment or question? Microphone 8, Albert Cranston, Wyoming.

Albert H. Cranston (Wyoming): I, along with about 50 other people, served on the Elections

Committee last year, and, if you remember, it was a sort of a tight race. We had to go back in several times and recount, and then when we had the recount done, we were not allowed to leave the room until it was announced from the Chair what the results were. People wanted to know what the results were, and we wanted to get on with the business of the R.A.

We are delegates to the R.A. as well as the rest of these people. Our expenses have been paid by our local or state, and we think we deserve to be participating members and not sequestered off to the side when the R.A. conducts some business that we might want to vote on.

So we ask your indulgence that this body suspend the business of the organization at the time that the chairman of the Elections Committee certifies that the elections are counted correctly, and that he be allowed to report to this honorable R.A. the results at that time and not wait for two and a half to three hours. Thank you, Mr. Chairman. (Applause)

President Ryor: Seeing no one else at the microphones, I will place the motion. All those in favor . . . opposed . . . the motion carries.

Mr. Freitag: Mr. President, with the permission of the Representative Assembly, the Constitution, Bylaws, and Rules Committee would like to indicate its desire to reprint, on page 52, those three items, 9, 10, and 11—number 10 to become number 9, number 11 to become number 10, and number 9 to become number 11. It clarifies some internal structure within the Rule.

President Ryor: All right. *Mr. Freitag:*

Mr. Freitag: Mr. President, we have completed the amendments to the Standing Rules that have been made available with 120 days' prior notice. And our next procedure is to go to the 8½-by-11 yellow sheet for those amendments that will require a two-thirds vote because they were submitted after the 120-day deadline.

The first amendment affects Rule 9-B-4. Mr. President, as a delegate I move the adoption of the amendment to Rule 9-B-4.

. . . Motion was seconded by *Maurice Swanson* of Kansas.

Mr. Freitag: Mr. President, this amendment is suggested by the fact that we vote on the Standing Rules at this first Representative Assembly session. We vote in secret ballot on Constitution and Bylaws amendments, for instance, at this Representative Assembly on Tuesday morning.

It would be improper to anticipate action on a Standing Rule that depends on the passage of a Constitution or Bylaws amendment prior to the results of the secret ballot. If this Standing Rule passes, such an amendment to the Standing Rules would be held in abeyance until the results of the secret ballot vote are given on Tuesday.

Once that result is known, if it is favorable, we would at that time present the computable Standing Rule for action by the Representative Assembly.

President Ryor: Any further comments or questions? Having no one at the microphones, I will place the motion. All those in favor . . . opposed. Once more. All those in favor . . . opposed . . . I am going to rule it failed.

(Division was called for.)

President Ryor: A division has been called for. All those in favor please stand . . . opposed please stand . . . I am going to rule that it carried. *Mr. Freitag:*

Mr. Freitag: Mr. President, as a delegate I move the adoption of Rule 10-D.

. . . Motion was seconded by *Horace Mayo* of Minnesota.

Mr. Freitag: Mr. President, this proposed amendment incorporates a recommendation of the Committee on Campaign Practices.

President Ryor: Are there any further comments? Having no one at the microphones, I will remind you again that this amendment requires a two-thirds vote. All those in favor . . . opposed. We are going to have a division. All those in favor please stand . . . opposed please stand . . . I am going to rule that we did not achieve the two-thirds, the motion fails. *Mr. Freitag:*

Mr. Freitag: Mr. President, as a delegate I move the adoption of Rule 10-E.

. . . Motion was seconded by *Maurice Swanson* of Kansas.

Mr. Freitag: Mr. President, this, too, is a recommendation of the Committee on Campaign Practices.

President Ryor: Having no one else at the microphones, I will place the motion. All those in favor . . . opposed . . . I am going to rule the motion failed. *Mr. Freitag:*

Mr. Freitag: The next amendment is on the reverse side, Mr. President. As a delegate I move the adoption of the amendment to Rule 10-E-2.

. . . Motion was seconded by *Mr. Dillon Stone* of New Mexico.

Mr. Freitag: Mr. President, this amendment is a recommendation of the Committee on Campaign Practices and requires the filing of a preliminary report of campaign revenues and expenses, including projected revenues and expenses, prior to the opening of the nomination at the Representative Assembly. A final report must be provided and filed with the Committee prior to the actual voting.

President Ryor: Microphone 11, Judy Owens, New Jersey.

Judith Owens (New Jersey): Mr. Chairman, I wanted to propose an amendment to this recommendation.

President Ryor: State your amendment.

Ms. Owens: The third line from the end begins with the words "has violated the election rules and regulations."

President Ryor: Yes.

Ms. Owens: I want to move to delete the period and add the words "and shall be subject to action by the NEA Review Board for any violations."

President Ryor: All right. Is there a second to that?

Ms. Owens: At Microphone 11.

Motion was seconded by *Ralph Mazzocchi* of New Jersey.

President Ryor: The motion is to amend the amendment by dropping the period in the third from the last line behind the word "regulations," and adding "and shall be subject to action by the NEA Review Board for any violations." Microphone 11, Judy.

Ms. Owens: I yield my time to Mr. Mazzocchi.

President Ryor: Microphone 11.

Ralph Mazzocchi (New Jersey): *Ralph Mazzocchi*, New Jersey. While the basic concept of placing limits on campaign spending—

President Ryor: I am going to rule this motion out of order, Judy. It sets the conditions for the NEA Review Board, and the responsibilities of the NEA Review Board are the property of the NEA Bylaws and Constitution and not appropriate for the Standing Rules.

Mr. Mazzocchi: How can we propose this then?

President Ryor: If you want to change it as suggested, then it would be appropriate to suggest a Bylaw change or a change to the Bylaws and the Constitution wherein the duties of the Review Board are spelled out.

Mr. Mazzocchi: In Section 2 it indicates that the Review Board can investigate any violations for just cause.

President Ryor: Would you please tell us from where you are reading?

Mr. Mazzocchi: In the blue booklet governing the NEA Review Board procedures, there are three items. The second item says "violations of the Code of Ethics of the Education Profession or other sufficient cause."

President Ryor: If I can have your attention, please, my ruling is that the language of the Constitution does not allow the Review Board to deal with the questions of punitive action against those who violate campaign rules, that the Bylaws spell out what those parameters are. And it is my ruling that this extends beyond the meaning of that.

Mr. Mazzocchi: Thank you.

President Ryor: We are back to a discussion of additional proposed amendments to Rule 10-E-2. Having no one else at the microphones, I will place the motion. Remember please it requires a two-thirds vote. All those in favor . . . opposed . . . the motion is carried. *Mr. Freitag:*

Mr. Freitag: Mr. President, as a delegate I move the amendment to Rule 13-F.

Motion was seconded by *Ms. Dillon Stone* of New Mexico.

Mr. Freitag: Mr. President, I think it helpful to give some background to the delegates on this matter. The previous governance documents of the NEA were interpreted in Atlantic City to preclude write-in ballots. Our current Constitution and Bylaws are silent on this matter. And we began with the notion of recommending *Robert's Rules* on this, which would allow all write-ins and all of those write-ins would be computed in calculating the universe on which we base a majority for election.

If a majority were achieved by a write-in, his eligibility would have to be checked. That would entail having someone back at NEA at the computer to receive calls for the checking of the eligibility. Because we frequently meet on Saturday, on Sunday, and on the 4th of July, there is some additional cost involved in that and some implications, not the least of which is that the computer would have to be considered the final word.

The middle ground would be to allow write-ins for eligible candidates. The write-in votes

would have to be hand-sorted, and then again the checking of the eligibility would have to occur. Because our process is a very democratic process, with the points of entry for candidacy clearly understood beginning as far back as the fall or, indeed, this Representative Assembly for election at the next Representative Assembly, and because the nominations will close perhaps just over, but more likely somewhat under, 12 hours before the balloting for elections begins, we feel that the purpose of the write-in vote is perhaps not the best way to serve the Representative Assembly. We feel that the process is clean, that the process is democratic, and that the Rule as proposed in 13-F would be the best way to serve this Representative Assembly.

President Ryor: Having no one else at the microphones, I will place the motion. All those in favor . . . opposed.

I am going to ask please that you stand. That requires a two-thirds. All those in favor please stand . . . opposed please stand . . . *the motion carries.*

Now we are going to proceed with the floor amendments in the order of the number. At Microphone 3 we have *Norma Lee Holsteine* from Michigan who is preparing to amend the sixth proposed amendment on page 28.

Norma Lee Holsteine (Michigan): I yield to the president of the New Jersey Education Association, *Judith Owens*, over in New Jersey.

President Ryor: Over in New Jersey. That is Microphone 11, *Judy*.

Judith Owens (New Jersey): I'd like to propose an amendment. After the words "if a delegate is unable to attend one or more annual meetings by reason," delete the rest of the sentence and substitute the words "of uncontrollable circumstances." Do the same thing in the last sentence.

President Ryor: All right. Is there a second to that?

. . . *Motion was seconded by Mr. Graturio of New Jersey.*

President Ryor: Thank you very much. The motion is to amend the sixth proposed amendment on page 28. In the sixth line, scratch the words "health or family emergency" and insert "of uncontrollable circumstances." Are there any comments? Microphone 11.

Mr. Graturio (New Jersey): Also, the last sentence must be changed in a similar manner. And then I would like to speak to the motion also.

President Ryor: That is very good. Also, in the third line from the bottom, the words "health or family emergency" would have to be replaced with "of uncontrollable circumstances." Proceed, please.

Mr. Graturio: I feel that we must approach this in a reasonable manner. There are certain circumstances that must be considered—jury duty, military service, or even the situation of a teacher who has been jailed for withholding services as can happen in the state of New Jersey. There are others.

So rather than enumerate or attempt to enumerate all of them, we suggest the proposed amendment.

President Ryor: Having no one else at the microphones, I will place the motion. It is to amend the sixth proposed amendment on page 28 to strike the words "of health or family emergency" in the sixth line and in the third from the last line, and insert "of uncontrollable circumstances" in both instances. All those in favor . . . opposed . . . *the motion carries.*

The next floor amendment. Microphone 5, *John Makowski*, Michigan, to amend 6-D of the Standing Rules.

John Makowski (Michigan): *John Makowski* of Michigan, speaking for the delegation. Page 32, Rule 6-D, currently reads, "Any delegate who is recognized by the Chair shall give his or her name and state and shall indicate whether speaking," and et cetera.

I would amend by adding, after "giving his or her name," these words, "comma, indicate whether he/she is a teacher or administrator, and give his/her state," et cetera, and go on with the rest of the wording. I have a second at this microphone.

. . . *Motion was seconded by Ken Plants of Michigan.*

President Ryor: The motion is to amend Standing Rule 6-D, the second line, placing a comma behind "name," and adding, "indicate whether he/she is a teacher or administrator."

Ken Plants (Michigan): This year, now that we are electing administrators at large to the Board of Directors, the group that implements policy, it seems only natural that we identify administrators in this group that makes policy. It seems just a matter of course.

President Ryor: Having no one at the microphones, I will place the amendment. The amendment is to amend Rule 6-D, second line. Behind the word "name," put a comma, and add "and indicate whether he/she is a teacher or administrator." All those in favor . . . opposed . . . *the motion carries.*

(Division called for.)

President Ryor: There's been a division called for. Remember, please, that it is going to require a two-thirds vote. All those in favor please stand . . . opposed please stand . . . *the motion fails.*

The next item, *Tom Stahr*, Microphone 2.

Tom Stahr (Michigan): *Tom Stahr*, speaking for the Michigan delegation. Mr. President, I move the following amendment to Standing Rule 2.

President Ryor: Would you give us just a minute and give everybody a chance to get to the Standing Rule?

Mr. Stahr: Yes. Page 27.

President Ryor: Thank you very much. All right, would you proceed, please.

Mr. Stahr: I wish to add a new section, Section D, entitled "Credentials Report." The new addition would read as follows:

No later than the second business session of the Assembly, the chairperson of the Credentials Committee shall inform each state delegation in writing of the number of teacher delegates and the number of administrator delegates in each of the state delegations.

I have a second at this microphone that would like to speak to it.

. . . Motion was seconded by *Mary Jane Franklin* of Michigan.

President Ryor: *Mr. Stahr.*

Mr. Stahr: Thank you, Mr. President. Fellow delegates, two years ago in Chicago I attended my first NEA convention. Being from Michigan, I was rather astounded to learn that the NEA permitted administrators to be members and to hold elective positions. I was further astounded to discover this year that administrators are guaranteed a number of positions on the NEA Board of Directors.

My immediate reaction two years ago was that the administrators should be driven out of the Association. (Applause)

However, I have mellowed since that time, and having heard several administrator candidates for the position of administrator at large speak to the Michigan caucus this morning, I realize there are some legitimate teacher advocates among them. (Applause)

I do believe, however, that the delegates to future Representative Assemblies need to know which states permit administrator participation and to what extent administrators are active.

Therefore, I urge your support of this addition to Standing Rule 2 which will simply inform the delegates of the number of teacher delegates and the number of administrator delegates in each of the state delegations. Thank you.

President Ryor: Having no one else at the microphones, I will place the motion. The motion by *Mr. Stahr* is to add a new section to Rule 2-D to read:

No later than the second business session of the Assembly, the chairperson of the Credentials Committee shall inform each state delegation in writing of the number of teacher delegates and the number of administrator delegates in each of the state delegations.

All those in favor . . . opposed . . . *I rule the motion failed.* It requires a two-thirds vote. (Division called for.)

President Ryor: A division has been called for. All those in favor please stand . . . opposed please stand . . . *the motion loses.*

I want to call the attention of the delegates to Rule 12 on page 53 of the book, which says:

There shall be no smoking in the Representative Assembly hall. (Applause)

Now in that regard, in the last half hour I have had six calls from delegates who say there are other delegates smoking on the floor. Please, if you need to smoke, go off the floor. Thank you very much. (Applause)

The next item is an amendment to Rule 6-K. *Dave McMahon*, Michigan, Microphone 2.

Dave McMahon (Michigan): *Dave McMahon*, Michigan delegation, speaking on behalf of the delegation. We would like to urge your support for this item. This item would amend the Rule to

place on the printed New Business Items the rationales also so that we can have them prior to voting and discuss them in our caucuses. We urge your support of this Rule change.

President Ryor: I need a second to the motion. Microphone 5.

... Motion was seconded by John Makowski of Michigan.

President Ryor: Let me run through the game again there. Microphone 8.

Mary Ann Ligato (Michigan): *Mary Ann Ligato* of Michigan, speaking for the delegation. I would like to move an amendment to 6-K.

President Ryor: Thank you very much. Microphone 8.

Ms. Ligato: Following "and the material will be made available at the platform to the chairpersons of each delegation by the beginning of the next business meeting," add the words, "Such material shall include a brief written rationale for each new business item." I have a second at this microphone.

... Motion was seconded by Al Bartlett of Michigan.

President Ryor: Thank you very much. Microphone 8.

Ms. Ligato: I think this amendment will provide delegates with enough information about New Business Items so that they can consider them prior to the discussion on the floor. It will provide more information without restricting the presentation of New Business Items.

President Ryor: Having no one else at the microphones, I will place the motion. The motion is to add to Rule 6-K the line, "Such material shall include a brief written rationale for each new business item." All those in favor ... opposed ... the motion carries.

The next item. Microphone 11, *Judy Owens*, New Jersey, with an amendment to Rule 10-D.

Judith Owens (New Jersey): We had that in when the motion was up before and I wasn't called. The motion was to amend what was on the extra sheets, the yellow sheets that were distributed.

President Ryor: Yes.

Ms. Owens: In the first line to delete the first line, "Bear the expense of," and the "i-n-g" after "mail," and end with the words "at the candidates' expense," so that it would read "In addition, the NEA will mail, at the candidates' expense," and then continue.

President Ryor: Are you moving the amendment?

Ms. Owens: Yes.

President Ryor: Is there a second to that, please?

Ms. Owens: Yes, Microphone 11.

President Ryor: Microphone 11.

... Motion was seconded by Frank Totten of New Jersey.

President Ryor: Okay. Microphone 11.

Frank Totten (New Jersey): *President Ryor*, we believe that the NEA should do what it is now doing to help candidates become known to all the persons of the Delegate Assembly, and it does a good deal by publishing in its newspaper those facts about candidates.

We think if a person is a serious candidate, he will give a lot of thought and announce as early as possible so he will make those deadlines, so he has a means to get his information to the people who are going to vote for him through the newspaper.

We also suggest that at his expense, the NEA would run off from its mailing list of delegates the brochures that he wants mailed. We don't want the mailing lists to go out; we want the NEA to do it. We don't think the NEA should pay for that because he's already got a free brochure, in effect, in the newspaper.

This is a legitimate campaign expense, so our rationale here is that we would like the opportunity available, but the person who is running his campaign has to do it and pay for it.

President Ryor: Microphone 11. *Judy*, did you wish to speak to the motion?

Ms. Owens: No, *Mr. Totten* spoke for the delegation.

President Ryor: Thank you. Having no one else at the microphones, the motion is to amend Rule 10-D, called "Advance Publicity," to add the words, "mail at the candidates' expense." All those in favor ... opposed. Let's try that again. All those in favor ... opposed ... the motion carries.

We have submitted by *Catherine Smith* of New Mexico an amendment to determine how the candidates would be placed on runoff ballots. The suggestion in the amendment is that the candidates ought to be placed on the ballot according to the number of votes they received.

But it is my judgment that that is a conflict with the seventeenth proposed amendment that we just passed, which established the lottery as a system for placement on that ballot. That being more severe, this one is out of order. Microphone 1, *Catherine Smith*.

Catherine Smith (New Mexico): *President Ryor*, my amendment was to substitute "on the subsequent ballots" after the semicolon.

President Ryor: Beyond the first runoff?

Ms. Smith: Yes, sir.

President Ryor: Catherine, in any event, I am going to rule it out of order because we have also said "on subsequent ballots," implying all ballots.

Ms. Smith: Thank you.

President Ryor: Yes. Microphone 13. *Walt Prothero*, Utah.

Walt Prothero (Utah): Mr. President, I'd like to move to amend the third proposed amendment on page 26. In line 8 change the date from May 1 to May 15. I have a second at the microphone and I'd like to speak to it.

President Ryor: All right.

... Motion was seconded by an unidentified delegate from Utah.

President Ryor: Walt.

Mr. Prothero: Our elections of state delegates and many of our local delegates are by the total membership using mail ballots. As the efficiency of the United States Postal Service decreases, it becomes more and more difficult for us to have our ballots returned and counted by the end of April and to be able to submit our delegates by May 1.

This year the Credentials Committee extended that date to May 20. They were able to meet the deadlines very efficiently, and we appreciated that very much. And we would like for the Rules to state "by May 15," so that our delegates could comply with this Rule. And we'd appreciate your support on going to May 15 instead of May 1. Thank you.

President Ryor: I have a point of order, Microphone 11, *Carl Palmer* from Ohio.

Carl Palmer (Ohio): *Carl Palmer*, as an individual. I was speaking to Rule 10-D.

President Ryor: I am sorry. I have here a point of order. What is your point of order?

Mr. Palmer: On Rule 10-D we added something to something we defeated earlier, and I wondered how we did that. It is Rule 10-D on the yellow sheet. We just made an addition to a motion we already defeated.

President Ryor: *Mr. Palmer*, I ruled the motion was in order because Rule 10-D on the yellow sheet had been defeated. And hence, there was no Rule 10-D.

Mr. Palmer: Yes, sir. How can you add to something that is not there?

President Ryor: You can add by addition to any of the Rules by just creating a new section, as that would have done.

Mr. Palmer: They added to the section that was defeated.

President Ryor: No, *Mr. Palmer*, they defeated a 10-D, and I ruled that the proposed new amendment, 10-D, by addition, was in order.

Mr. Palmer: Will you read me the addition then? Where did you put it?

President Ryor: One moment, please. If I could have your attention please, *Mr. Palmer*.

Mr. Palmer: Right.

President Ryor: I think your point is well made. I presented *Ms. Owens'* amendment as an addition to that particular Rule, "mailed at the candidates' expense," after we had defeated 10-D on the yellow sheets. Now what I am going to rule is that 10-D presented by *Ms. Owens* is in order and that the intent is different, and to hold one more vote on the entire piece. And the entire piece will read as follows:

In addition, the NEA will mail at the candidates' expense to all delegates a brochure no larger than 8½ by 11 inches for each candidate for executive office or membership on the Executive Committee. Said brochure can contain whatever election-related information the candidate desires. Sufficient copies for all delegates must be printed and mailed to the NEA prior to May 1 and must be at the candidates' expense.

Now I am going to suggest, Carl, that we have on the floor *Mr. Prothero's* amendment, and I am going to place that aside, if there is no objection, and hold a re-vote on the motion suggested by *Ms. Owens* earlier, the motion I just read. Hearing no objection, I will place that total motion. Do you wish to have it read again? There is a desire to have the reading of the motion again. It is to amend Rule 10-D, under "Advance Publicity," to read:

In addition, the NEA will mail at the candidates' expense to all delegates a brochure no larger than 8½ by 11 inches for each candidate for executive office or membership

on the Executive Committee. Said brochure can contain whatever election-related information the candidate desires. Sufficient copies for all delegates must be printed and mailed to the NEA prior to May 1 and must be at the candidates' expense.

All those in favor . . . opposed . . . *I am going to rule the motion carried.* Thank you very much.

We are back to Mr. Prothero's amendment on page 26 of the Standing Rules, Section B, "Verification of Eligibility." Mr. Prothero is suggesting that "May 1" be struck and "May 15" inserted. Now then, he has given his rationale, and I have no one else at the microphone. I shall place the amendment. All those in favor . . . opposed . . . *the motion is carried.*

Now, ladies and gentlemen, that is all we know about in terms of amendments or amendments to amendments. So that we might not overlook anybody: are there any further amendments to the Standing Rules? In that event I will entertain, Mr. Freitag, a motion to adopt the Rules as amended.

Mr. Freitag: Mr. President, as chairperson of the Committee on Constitution and Bylaws and Rules, I move adoption of the Standing Rules as amended.

. . . Motion was seconded by Ms. Dillon Stone of New Mexico.

President Ryor: All in favor . . . opposed . . . *the motion is carried.*

The next item is adoption of the minutes of the 1975 Representative Assembly. The minutes of the 1975 Assembly have been printed and distributed. The Chair is ready for a motion to approve the minutes as printed and distributed.

Gene Duckworth of Michigan made the motion and Bob Fox of Michigan seconded. Are there any comments or additions? All those in favor . . . opposed . . . *the motion is carried.*

Item 8 is the preliminary report of the Committee on Elections. The report of the Committee on Elections will be presented by the Committee chairperson, Sally MacLeod of Oregon. No action is necessary at this time. Ms. MacLeod.

Sally MacLeod (Oregon): Mr. President, delegates, and guests: This year you will be electing one person to serve a two-year term as secretary treasurer, two persons to serve three-year terms on the Executive Committee, one administrator-at-large to serve a three-year term on the Board of Directors, and one administrator-at-large to serve a two-year term on the Board of Directors.

Nominations of these officers will take place later today with the election to take place tomorrow morning from 7 A.M. until 12 noon.

There are 16 amendments to the Constitution and 15 amendments to the Bylaws that will be discussed by this Assembly on Monday, with voting to take place on Tuesday morning from 7 A.M. until 12 noon.

Our governance documents require that to be elected, a candidate must receive a majority of the valid ballots cast for each office. In the event that a candidate does not receive the necessary majority vote to be elected, a runoff election will be held on Tuesday morning with at least one more name appearing on the ballot than is necessary to elect.

This Assembly has taken action on certain Standing Rules that will govern the order in which the candidates' names will appear on the ballot and the method used in determining a valid ballot for the purpose of determining a majority vote.

We will be using the same type of voting equipment that we used last year in Los Angeles. A brochure explaining this equipment is included in the delegate packets. And it is suggested that you review the steps necessary to properly record your vote.

Consistent with prior years, each state was requested to furnish voting time preferences. For those states that replied to the request, specific voting times were assigned up to 10 A.M. Each state's respective Board of Directors members and executive director have been informed of its voting time.

Any state delegation or individual delegate who has not voted by 10 A.M. should come directly to this hall. Those delegates will then be scheduled to vote in alphabetical order at specific times that will be flashed on the monitor.

President Ryor: I have a point of order. There are several complaints raised because of the noise level on the floor. (Applause)

Now, I am going to ask you to extend the same courtesy to Ms. MacLeod as you would wish to have extended to you if you were at the microphone. It is very difficult to hear when so many people are gathered, so please hold the conversations down. Ms. MacLeod.

Ms. MacLeod: The elections will take place in the South Hall, the same area in which the

exhibits were displayed. Entrance to the halls will be made through the South Lobby behind the registration counters. When you received your badge and credentials, there was a notice enclosed in the envelope on election procedures.

Please read this carefully and note that in order to receive a ballot, you must present your credentials and one other piece of identification at the assigned state station number which appears on your credentials.

On behalf of the Elections Committee, I would like to thank you in advance for your cooperation. Thank you. (Applause)

President Ryor: Thank you very much, *Ms. MacLeod*. We now come to the nomination of candidates for NEA office. Nominations will be made for the office of secretary-treasurer, two positions on the Executive Committee, and two at-large representatives of administrators on the Board of Directors.

The nominations and elections procedures are explained in the Standing Rules and can be found on pages 47 through 54 of your convention program. Nominations for each category of office will be made in alphabetical order according to the names of the candidates.

Nominating speeches for secretary-treasurer and the Executive Committee are limited to three minutes, with not more than one nominating speech for any one candidate. Applause and interruptions are not counted in the time. Responses by the candidates will be given in reverse order of the nominating speeches.

Each candidate nominated for secretary-treasurer and for the Executive Committee will be given an opportunity to speak for three minutes. A candidate may use all or a portion of the total time allotted for the nominating speech. Nominating speeches for at-large candidates for the Board of Directors are limited to one minute, with no more than one nominating speech for any one candidate. Each candidate nominated for an at-large position for the Board of Directors will be given an opportunity to speak for two minutes and may use all or a portion of the one minute allotted for the nominating speech itself.

Each candidate has indicated to the Constitution, Bylaws and Rules Committee the amount of time to be used from the nominating speech. *Horace Mayo* of Minnesota, a member of the Constitution, Bylaws, and Rules Committee, will time the speeches of the nominators and the candidates. He is seated at a small table at the lower stage directly in front of me. No table? A small chair! A large chair in a small place!

He will hold up one finger when a minute of the speaking time remains and will stand when the time is expired.

Nominations are now open for the office of secretary-treasurer. The Chair recognizes *Lois Tinson* of California for the purpose of making a nomination. *Lois*.

Lois Tinson (California): Delegates and guests: One of the rewarding aspects of working in this great organization is that every once in awhile you have a chance to do something special for someone special. That is the way I feel today. I proudly and enthusiastically place in nomination for NEA secretary-treasurer the name of *Nancy Clark* of Maine. (Applause)

Nancy Clark isn't just a candidate for this office; she is the candidate for this office. *Nancy Clark* has leadership experience in virtually every facet of the local, state, and national levels, including an extremely successful term as the first full-time president of the Maine Teachers Association.

But *Nancy's* achievements go far beyond association successes. She is a walking example of political action. Four years ago she challenged the incumbent in her legislative district and scored a stunning upset, becoming the first woman and the first person in her party to win in that legislative district.

In the Maine legislature, *Nancy Clark* is the chairwoman of the Committee on Business Legislation, the first woman ever to hold that responsible position. A champion of the consumer, *Chairwoman Nancy Clark* took on the banking interests, the small loan associations, and the insurance lobby—and she won.

The NEA needs *Nancy Clark*. She will bring new dimensions to the office of secretary-treasurer. In addition to overseeing the finances of NEA, she will be an effective spokesperson for teachers across this country, and she will be a strong advocate for teachers in all forums.

Nancy Clark—competent, responsible, qualified. Fellow delegates, take a closer look at all the candidates, then join me in supporting *Nancy Clark*.

Mr. President, I nominate for secretary-treasurer of the NEA *Nancy Clark* of Maine. (Applause)

President Ryor: The Chair recognizes *Larry Yawn* of Texas for the purpose of making a nomination.

Larry Yawn (Texas): *President Ryor,* fellow delegates: We hear a lot at NEA conventions about advocacy. Each of us is here because we are advocates, and I stand before you now to nominate a fellow teacher who is deserving of that title in its truest and best sense. I nominate *John T. McGarigal* of Massachusetts for reelection as secretary-treasurer of the National Education Association. (Applause)

It is *John T. McGarigal* who has helped to keep us informed through regular reports. It is *John T. McGarigal* who has traveled this nation in response to our calls for help and assistance. It is *John T. McGarigal* who has brought years of accounting experience to the elective office of secretary-treasurer and used that expertise to advocate a budget that is understandable, that shows dues money being put into action, and that is balanced.

These things I saw firsthand as a state president. That type of advocacy led me to place my support behind *John T. McGarigal*—because his advocacy is an advocacy supported by proven success and not a hollow clamor of long-settled issues.

John T. McGarigal has been an outstanding representative of all of us. Working with the NEA president and vice-president, he has been an honest and articulate member of the NEA leadership team. He has demonstrated time and time again that he knows his business, and that business is to be a full-time secretary-treasurer protecting the financial interest of a 1.8-million-member organization. That job description entails active and involved participation on at least 15 different NEA committees and liaison to 9 others.

John T. McGarigal then is more than an accountant. He is actively involved in all aspects of the far-reaching NEA program. You can count on seeing him at NEA-PAC. You know of his involvement with UniServ. You know of his activities on human relations, minority affairs, and on down the line.

All of these activities are the proof of John's capacity. Fellow delegates, I submit to you that loose words about advocacy are not as good as advocacy actions. (Applause)

I submit to you that one cannot be an advocate for this profession unless that person can articulate and implement that advocacy. *John T. McGarigal* has done just that. He has served us well. He will continue to serve us well.

There is no secret that I am from Texas, and there is no secret that the eyes of Texas as well as the nation have been on *John McGarigal*. We like what we see.

Mr. President, I am proud and honored to nominate for a second term as NEA secretary-treasurer *John T. McGarigal* of Massachusetts. (Applause)

President Ryor: The Chair recognizes *Paul duVair* of Wisconsin for the purpose of making a nomination.

Paul duVair (Wisconsin): Mr. President, teacher leaders: Each year the Board of Directors must ponder a multimillion-dollar budget, and each year we await direction from the dean of the Program and Budget Committee, *Pete Smith*.

He is the only leader who for three consecutive years has chaired the Budget Committee. And when you hear *Pete Smith*, you know why he was so honored. His expertise is without question, and year after year he champions the cause of the membership.

Pete Smith has earned our respect not only because he is outspoken and immensely creative, but, more important, because he is more concerned with achievement rather than political survival.

Pete co-authored the innovative plan to deliver one-third federal funding of education. Pete delivered the NEA project to combat violence in our schools. Pete forged the way for the collective rights of students and the resolution of problems facing urban schools.

We are in a time when war has been declared on public employees. Teacher layoffs are commonplace. The funding of education is under attack. And violence and the breakdown of discipline plague our schools.

We cannot afford a treasurer who needs on-the-job training. There simply isn't time. We do not need a treasurer who perceives the job as bookkeeping because it is more important than that.

We need a treasurer who is motivated by the needs of teachers, the right of children to the finest education, and the resolution of crises in the classroom. These are the qualities that must power the person who has such great impact on the deployment of hard-earned teacher dollars. These are the qualities that drive *Pete Smith*. (Applause)

Mr. President, it is with great pleasure that for secretary-treasurer we nominate teacher-leader *Pete Smith* of Oregon. (Applause)

President Ryor: My fellow educators, we have five or six calls about the noise level in the Representative Assembly hall. Now these are people who have taken a great deal of their time running for very important offices inside the National Education Association. Please extend them the courtesy of listening carefully to what they have to say.

Are there any other nominations for the office of secretary-treasurer? Hearing none, the Chair declares the nominations for secretary-treasurer closed.

Now for the nominations for Executive Committee. Nominations are now open for two 3-year terms on the NEA Executive Committee. The Chair recognizes *Dan Wright* of Georgia for the purpose of making a nomination. (Applause)

Dan Wright (Georgia): *President Ryor*, distinguished NEA delegates, and friends of education: I am pleased to place in nomination for an important position on the NEA Executive Committee the name of *William F. (Bill) Cummings* of Georgia. (Applause)

Currently *Bill* is serving a one-year term on the NEA Executive Committee. He has the expertise that will enable teachers to meet the third-century challenges that lie ahead. Forty-two thousand NEA members in the state of Georgia, along with supporters from other states, invite you to "Keep Going with Cummings."

Bill Cummings is an innovative classroom teacher, a positive thinker, a builder, and a respected family man. He has held every elected position in his local and state associations. Through long years of service on the NEA Resolutions Committee and on the NEA Human Relations Committee, *Bill Cummings* has demonstrated his belief in a global community, and he has expressed empathy for oppressed teachers everywhere.

When our youngsters go to school every day, *Bill Cummings* is concerned about what happens to them when they arrive. For our students, *Bill* promises more and he produces more. *Bill Cummings* uses his position on the NEA Executive Committee to tell America and to tell the world that we can no longer afford the great waste that comes from the neglect of a single child.

An articulate leader and a dedicated teacher advocate, *Bill* works consistently to implement the will of the NEA Representative Assembly through adopted Resolutions and New Business Items.

In addition to supporting a strong, independent National Education Association, *Bill Cummings* is committed to affirmative action, to minority guarantees, to passage of the Equal Rights Amendment, and to collective bargaining rights for public sector employees. Over the fiscal affairs of this Association, *Bill Cummings* is a security guard who carries a mighty big stick.

As a member of the Board of Directors of the National Education Association, I am delighted and I am honored to place in nomination my friend and colleague, *Bill Cummings* of Georgia. I do so enthusiastically. (Applause)

President Ryor: The Chair recognizes *Joanna Hock* of Indiana for the purpose of placing a nomination.

Joanna E. Hock (Indiana): *President Ryor*, delegates: I am honored to have the opportunity to nominate *Rocky Dattola* for a full three-year term on the Executive Committee.

One reason I am honored is that *Rocky* is a man of honor. As a candidate for a one-year term at the Los Angeles convention, *Rocky* pledged that he would serve teachers by supporting NEA programs to defend teachers' rights and improve their working conditions. He is a man of his word. He fulfilled that promise by continually serving NEA as a champion of teacher rights.

Another reason I am nominating *Rocky* is that you know where he stands. If *Rocky Dattola* gives his word, you can count on his keeping it. And he won't vary his position just to appeal for your vote or to satisfy a particular audience. *Rocky* is a man of integrity.

Let's look at a proven record. *Rocky* has experience. He has worked in his local for 20 years, was its president, and is a building rep today. He believes NEA leadership must keep in touch with the local members. He knows what it means to be a teacher advocate—to stick out his neck and put his job on the line for teachers.

Rocky has been a leader in Pennsylvania for 11 years and a member of the NEA Board of Directors for six years prior to his current term on the Executive Committee. It is no wonder Pennsylvania unanimously endorsed him last year and again this year. In Pennsylvania, leaders don't last long unless they produce. In fact, *Rocky* fought for civil, human, and teacher rights before NEA took forthright stands on these issues.

Skill at legislative know-how is another essential qualification for Executive Committee

leaders. Rocky has that, too. He knows the lobbying ropes. This experience has been and will continue to be a tremendous asset to NEA when it coordinates its big legislative thrust for federal aid and political action this next year. His experience enables him to make decisions under pressure—a responsibility only a highly qualified NEA Executive Committee member can handle.

We needed Rocky a year ago. But we need that investment in experienced leadership now more than ever to fulfill the teachers' unfinished agenda. We must insist that the education of children be the nation's Number 1 priority. Rocky has done a lot in one year. He will do a lot more with a full three-year term. Let's say with Rocky, a decision-maker who already knows the score.

Ladies and gentlemen, I am proud to represent so many of you in nominating our friend and ally, Mr. President, I nominate *Rocky Durlola* for the Executive Committee. (Applause)

President Ryor: The Chair recognizes *Senator Oliver Ocasek* from the state of Ohio for the purpose of making a nomination. *Oliver.*

Oliver Ocasek (Ohio): President John and fellow delegates: It is my pleasure to place in nomination Ohio's favorite son for this important job on the Executive Committee that I once had the honor of serving upon.

Four years ago Ohio joined the union—the NEA union, that is—by becoming a unified state. *Ed Dickau*, our nominee, was the man who pushed Ohio into the twentieth century by traveling the length and breadth of our state. Today we stand 1,800 unified teachers strong because of his efforts and those with him who decided that Ohio should be a part of this independent United Teaching Profession.

He has been president of his local association for nine years, and then he became president of the district association in which I teach, a 32,000-teacher district association, and then I had the pleasure to serve with him on our state Executive Board for a number of years and then the NEA Board of Directors.

From the days of ConCon to this moment—many of you have heard Ed's voice on the floor of this convention. He has been, indeed, an advocate, and he told us 10 years ago that merger would never be for NEA. He told us the conciliation from the AFT five years ago was not the route to follow. And so he has been a teacher advocate and a political activist.

As the majority leader of our state senate, I can attest personally to his dedication to duty hanging around in the halls in Columbus, Ohio, to the wee hours of the morning, to make sure that the votes were there for a teacher advocate bill.

And I give to you Ohio's favorite son, a man for all seasons, *Ed Dickau* of Ohio. (Applause)

President Ryor: The Chair recognizes *Betty Roper* of Oklahoma for the purpose of placing a nomination. *Betty.*

Betty Roper (Oklahoma): Mr. President and fellow delegates: I am proud to present to you a teacher's teacher, *Bob Lipscomb* of Alabama. (Applause)

It is time to do it with a professional activist. Do it with a teacher experienced at the local level, a professional activist—three times president of his local association and the organizer of the first local PACE group in the state which elected a senator over a *George Wallace* floor leader. (Applause)

Do it with a teacher experienced at the state level. Bob did it as a member of the AEA Board when the merger occurred, guaranteeing proportionate representation for minorities. He did it as state president when the Alabama political action program was featured on a front-page story by *David Broder* in *The Washington Post*. He did it with the appointment of a task force to study the status of women in education in Alabama. And he did it when he led the fight successfully to say No to Governor *Wallace* who wanted education money for other purposes.

Do it with a teacher experienced on the national level: *Bob Lipscomb* served as chairperson of the NEA IPD Committee twice and has been a member of this Committee since 1971. *Bob Lipscomb* served an interim term on the NEA Board of Directors. *Bob Lipscomb* served as a delegate and a member of several NEA ConCon committees.

Now you do it—elect a political activist; elect an advocate and a doer; elect *Bob Lipscomb*. Mr. President, it is with confidence that I place the name of *Robert Lipscomb*, a professional activist, in nomination for the NEA Executive Committee. Do it! (Applause)

President Ryor: The Chair recognizes *Sharon Butler* of Kentucky for the purpose of making a nomination.

Sharon Butler (Kentucky): President Ryor, fellow delegates: I offer the name of *Billye Pope* in nomination for a position on the NEA Executive Committee.

Billye is a classroom teacher from Lexington, Kentucky. She is the immediate past president of the Kentucky Education Association, and she has served the UTP in a manner that has led us to truly appreciate the United Teaching Profession concept.

This nomination is offered with the endorsement of her local and state associations, and this rather recent campaign has been mounted with the enthusiastic help of a delegation of Kentuckians who are proud of Billye's leadership skills and who feel willing to share this expertise on the national level.

It would be impossible to enumerate the many and varied experiences that have been the proving ground of Billye's skillful and aggressive leadership, but I would like to share some of the highlights of her career with you.

As president of her local, Billye provided the leadership necessary to bring the bargaining issue out front for Fayette County teachers. Through her courageous efforts she led the teachers of Fayette County as we sought involvement in decision making through the only viable process we know, the bargaining process.

Her efforts on the local level were recognized by teachers throughout Kentucky when they elected Billye to the presidency of the KEA. As state president, Billye again took on the issues and dealt with them in a forthright and courageous manner. During her term the KEA made many of the rather significant changes mandated by the new NEA Constitution. It was also during her term that the KEA implemented an affirmative action plan for state staff, and Billye has been especially sensitive to the need for affirmative action in the area of minority membership involvement.

As a fervent supporter of political action for teachers, Billye successfully implemented Kentucky's reverse-dues check-off system for collecting contributions to local, state, and national PAC units. With this financial and political base, she provided the constant and determined leadership that resulted in significant gains for Kentucky teachers through the legislative process.

Billye's activities have helped to create a new image for teachers. She has caused us to understand that we have a responsibility and a right to become involved in educational decision making through every forum and agency that considers such matters.

I will leave it to Billye to speak to the issues, but I can assure you that her perspective will be that of a statesman. She will clearly articulate her assessment and position for your consideration; then she will act, with commitment, to implement that which is your will.

I proudly offer *Billye Pope* of Kentucky, an advocate thoroughbred, for your consideration as a member of the NEA Executive Committee. (Applause)

President Ryor: The Chair recognizes *Don Hill* of the state of Minnesota for the purpose of placing a nomination. (Applause)

Don Hill (Minnesota): *President Ryor*, NEA officers, and delegates: I nominate *Marty Woodard* for the NEA Executive Committee.

I am not here as a state president, I am here because I think the NEA needs *Marty Woodard* on its Executive Committee. You and I are going to make a very conscious decision tomorrow when we vote, and we will affect the future of our organization. But the real issue in this campaign is whether or not the elected leaders of the organization are really in tune with and reflect the current political climate of our profession, a climate that dictates a very strong, courageous leadership.

You know, we have got critics coming out of the woodwork after us, whether it is local legislators, school board associations, taxpayers associations, legislators, Congressmen, the President of the United States, the United States Supreme Court, or a whole lot of other people who for the past 200 years didn't give a damn about public education. But now that teachers are involved and teachers are trying to make some changes, we are all suspect. (Applause)

But I think we should remember that the problems we have, the things that we are trying to do, the situation that we are caught in, are self-inflicted, because we have met like this in halls all over this country and demanded that we become a part of the free enterprise system, that we are a part of the democratic process.

The blood of our membership is strewn from one end of the country to the other because teachers have decided to get involved. Well, the problems we have in 1976 are only the beginning of the kinds of things we are to face if we continue to be involved. And my big worry is this, Will the leadership we elect and the staff we hire have the stomach to run this organization and to lead this struggle?

I want *Marty Woodard* on this Executive Committee, and the reason is obvious. Because

when I go back to my classroom and when you go back to try to get little kids to believe this themselves, I want to know and you want to know that that organization from the top to the bottom is going to be responsive to our needs. Because if it is not responsive to our needs, who needs any of this? (Applause)

I have watched. I have watched *Marty Woodard* as a teacher leader. I have watched her fight the Federation in bargaining matters. I have watched her fight strikes in Minnesota. I have seen her make them believe in the United Teaching Profession.

The reason she can do that is because Marty is a teacher. She is a home ec teacher in Rochester, Minnesota. She teaches 150 kids every day. She believes in the profession; she believes in us. Teaching is her life. She is a teacher who can make a difference, and the reason is that Marty wants to make a difference.

Vote for *Marty Woodard*. Thank you. (Applause)

President Ryor: Are there any further nominations for the Executive Committee? Hearing none, the Chair declares the nominations for Executive Committee closed.

Article V, Section 1 (d) of the NEA Constitution states that:

Administrators shall be represented on the Board in proportion to their membership in the Association. If the percentage of the administrators elected to the Board of Directors fails to achieve proportional representation, then the Representative Assembly shall elect at large the number required to assure such representation. Candidates for these positions shall be nominated by the delegates at the Representative Assembly who are administrators.

One position is for a three-year term. One position is for a two-year term. I declare that nominations are now open for a three-year term for an at-large position for administrators on the Board of Directors. The Chair recognizes *Sam Beasley*, Microphone 14, from Tennessee, for the purpose of making a nomination.

Sam Beasley (Tennessee): Mr. President, fellow delegates: *Sam Beasley* of the Board of Directors from Tennessee. I rise to place in nomination the name of *Jack Benson* from the Volunteer State of Tennessee for one of the at-large positions, a three-year term on the Board of Directors.

I speak for the 44,000 united teachers from Tennessee and for the Tennessee Board of Directors. We in Tennessee are proud of *Jack Benson* for he has established an outstanding record at all levels of government—at the local, the state, and the national levels. *Jack Benson* believes in the United Teaching Profession, but *Jack* gave strong leadership during the successful unification drive in Tennessee.

Jack Benson is an experienced and successful teacher advocate. He is a fighter for human and civil rights for all people. *Jack Benson* has given strong leadership to the development of a positive attitude among administrators for the National Education Association.

President Ryor: Your time is up.

Mr. Beasley: *Jack Benson* is experienced, dynamic, and unafraid to face the issues. I urge you to vote and support *Jack Benson*. Thank you.

President Ryor: The Chair recognizes *Gordon Harmon* of Texas for the purpose of making a nomination. Microphone 16.

Gordon Harmon (Texas): Mr. President and fellow delegates: I wish to nominate *Irvin Hunt* of Arizona for the administrative director-at-large three-year term. *Irv Hunt* is an assistant principal in a junior high school in Tucson, Arizona.

The Hunt family is an education-oriented family. *Irv* has two daughters, both teachers and members of the united profession. *Irv* is immediate past president of the Arizona School Administrators Association, and he has negotiated for teachers in Arizona as an administrator.

I urge you to vote for *Irving Hunt*. Remember, vote for *Irv*—he will never throw you a curve.

President Ryor: The Chair recognizes *Charles Corprew, Jr.*, of Virginia for the purpose of making a nomination. Microphone 1.

Charles Corprew, Jr. (Virginia): Mr. President and fellow delegates: I am proud to nominate *Diane Newkirk* for the three-year administrator-at-large term on the NEA Board of Directors. (Applause)

Diane is a starter. She helped start the women's caucus in Virginia, the VEA's political action, and the NEA teachers' center in Fairfax County, among many other things. Many people

realize the potential that NEA members hold in the classroom and in the political arena; not many have done as much as she to bring about the revolt that this potential promises.

Nine years a classroom teacher, she is a teacher advocate. I ask you to help start her on a three-year term on the NEA Board and put Newkirk to work for all of us. Thank you. (Applause)

President Ryor: The Chair recognizes *Roy Biddle* of South Carolina for the purpose of making a nomination. Microphone 14.

Roy M. Biddle (South Carolina): *President Ryor* and fellow delegates: I am proud to offer the name of *Ed Taylor* for the three-year administrative post on the NEA Board of Directors.

Among the candidates for the at-large NEA director position, one person stands out as a proven advocate of teacher concerns. He is *Ed Taylor*, who is just completing a highly successful term as president of the South Carolina Education Association.

Ed Taylor is a candidate who comes into this race from a top state leadership position as president of his state association. *Ed Taylor* led South Carolina teachers into a year of unprecedented political action in behalf of education. This included a giant political rally complete with United States presidential candidates building up into an effective PACE organization and mobilizing teachers for the party caucuses.

Under *Ed Taylor's* leadership South Carolina teachers made important gains in the area of teacher rights, significant leave benefits, salary increases, and community education. Now serving as an adult education coordinator, *Ed Taylor* was a mathematics teacher for many years.

President Ryor: Your time is up.

Mr. Biddle: Please support *Ed Taylor* for the three-year term on the Board of Directors. (Applause)

President Ryor: Thank you. Are there any other nominations for a three-year term for at-large positions for administrators on the Board of Directors? Hearing none, the Chair declares the nominations closed.

Nominations are now open for a two-year term for an at-large position for administrators on the Board of Directors. The Chair recognizes *Joe Moehring* of Texas for the purpose of making a nomination. Microphone 16.

Joe C. Moehring (Texas): *President Ryor* and delegates: I could speak for an hour about the man I am about to nominate, but I simply tell you he is the best man for the job.

Johnny Clark is an administrator in Baytown, Texas, and a most respected man by all Texas educators. *Johnny* has served in all leadership capacities by serving as local unit president, district president, and president of the Texas State Teachers Association. He is a strong supporter of teacher rights and teacher involvement.

Johnny Clark is truly a teacher-oriented administrator. With pleasure I place the name of *Johnny Clark* in nomination for the two-year term as director at large in an administrative capacity. Thank you. (Applause)

President Ryor: The Chair recognizes *Jerry Watkins* of New Mexico for the purpose of making a nomination. Microphone 1.

Jerry R. Watkins (New Mexico): Fellow delegates, it is with a lot of confidence that I present the name of *Joseph C. Duncan*, North Carolina, for the—(applause)

Thank you, North Carolina and others—for the two-year term for the at-large administrator position for the Board of Directors.

Delegates, you might fairly ask, "Can this administrator serve this organization well?" and I would say, "Why not ask the teachers with whom he works?"

And that is exactly what I have done, and this is what they say about *Joe Duncan*. They say that *Joe Duncan* is a teachers' kind of administrator, one who is fair in his dealings with teachers and children. They say that *Joe Duncan* is an instructional leader who plans and organizes for the involvement of all the staff and who challenges colleagues to greater productivity by his awareness of professional ethics and human relations.

Yes, the beliefs and leadership displayed by *Joe Duncan* as chairman of the Human Relations Council are alive and well. And, yes, *Joe Duncan* will serve this Association as a teacher advocate as he has so ably done in the past. Vote *Joe Duncan*.

President Ryor: Your time is up. The Chair recognizes *Ken Rosenbaum* of Kentucky for the purpose of making a nomination. Microphone 14.

Ken Rosenbaum (Kentucky): *President Ryor*, fellow delegates: I am proud to place in nomination for the position of administrator at large for the two-year term the name of *James Sproul*.

James is a president with the Kentucky Education Association and a chairperson of K.E.A.-PAC. James Sproul is an administrator who works for teachers in Kentucky. He is close to where the action is in education. By his own choice, he teaches one class every day to maintain his contact with students.

Kentucky's faith in him has been demonstrated when we elected him our state president. Our confidence has been further demonstrated by teachers who volunteer, who made almost all of his campaign materials. We ask that you join Kentucky in our belief in James Sproul.

Jim works for teachers in Kentucky. He will continue to work for teachers also as the NEA director at large. I am happy to nominate Jim Sproul for NEA administrator at large for the two-year term. Thank you. (Applause)

President Ryor: Are there any other nominations for the two-year term for administrators on the Board of Directors? Hearing none, the Chair declares the nominations closed.

We now will hear the candidates' responses, which will be made by category of position in reverse order of the nomination speeches. Secretary-treasurer candidates have three minutes each, plus any unused time of their nomination speeches.

The first secretary-treasurer candidate to speak is *Merlyn (Pete) Smith* of Oregon. Merlyn—Pete. (Applause)

Merlyn (Pete) Smith (Oregon): I have no fancy slogans, no cute quotes, no catchy jingles. I will give it to you straight.

The secretary-treasurer you elect will be a part of the policy-making, executive inner circle of the most powerful professional employee organization in the nation. You must choose a member of this inner circle who can contribute creative thinking to every area of the Association. You cannot afford to have one-third of your executive officers wearing blinders. You must have someone with a broad background.

That is why I won't sell myself to you on my ability to balance the books alone. You can look at my record on program budget and see for yourself that I can do that.

Every bit as important are the facts that I have been in the classroom 20 years, that I have been at the bargaining table, that I have worked grievances. The only real way to have experience for this job is to have worked in both budgets and programs, to have been to the legislature, to have been at the bargaining table, to have lived with teachers from troubled New York, to Hortonville, Wisconsin, to Rosenberg, Oregon.

How can anyone perform the job of secretary-treasurer if he isn't involved in all these areas? Isn't there only one true test for the job? Isn't that test our ability to translate money into effective and meaningful action and service?

I will tell you exactly where I am. I want every state to have the right to bargain. I want increased funding legislation just as desperately as you. I believe the major external priority of NEA is our legislative program, while keeping a direct line of service with members through UniServ.

I won't kid you about where I am. I am progressive. This Association cannot move fast and far enough until every single teacher enjoys the right we know we are entitled to. I won't stand for this national hypocrisy where politicians at all levels mouth how important education is and then close their coffers tighter than a drum when the subject of funding comes up.

In light of that disastrous Supreme Court decision that destroyed our federal bargaining bill, we must reorder NEA's fiscal priorities to help deliver bargaining legislation in every state. (Applause)

There are federal alternatives to the Supreme Court decision. There is one alternative in which we dare not fail, and that is the election of a pro-education President—because the philosophy and ideology of the President of the United States are reflected in the individuals appointed to the Supreme Court. (Applause)

We are now feeling the ravages of the Nixon court. Shall we stand idly by and allow teachers and children to be crippled by a pardoned felon? I say never again! (Applause)

Now is the time that more is asked of teachers than ever before. Now is the time that teachers are being attacked more viciously than ever before. Now is the time that NEA has a tougher job than ever before. Now is the time that you need more from every NEA officer—including secretary-treasurer—than ever before. (Applause)

President Ryor: The next secretary-treasurer candidate to speak is *John McGarigal* of Massachusetts. (Applause)

Secretary-Treasurer John T. McGarigal: Thank you, President John. And thank you, Larry Fawn of Texas for your kind words in nominating me.

Larry, you along with the other dedicated state leaders, have done an outstanding job in working with so many of your fellow educators to achieve unification in the great state of Texas. And I am proud to say that I had the opportunity to participate in that project. This was a significant event for all of us.

It is also significant that we are holding this 114th Representative Assembly in the state of Florida where our colleagues are making a firm and wise choice in becoming an integral part of the true United Teaching Profession. And let me say that the success that we are having in Florida serves as clear notice to all concerned that with the new leadership in NYEA, we will have that same success in the state of New York. It is, indeed, a pleasure after four long, frustrating, and divisive years to be able to genuinely and honestly say: Welcome, New York.

During the past two years I have been privileged to travel to all parts of our country helping classroom teachers in their continuing battle to protect the integrity of this great profession.

In my tenure as your first full-time elected secretary-treasurer I have had the pleasure of watching our dream of full unification become a reality, but I have also watched the sorrow that reactionary power structures can still bring to the lives of our colleagues.

Yes, I have marched in Timberlane, I have given my support to Hortonville and Crestwood, and I have marched in New Bedford. And as a part of the NEA leadership team, I will continue to support the expansion of NEA's DuShane Fund. The legal protection of individual rights of every teacher is one of our greatest services and I will continue to devote my professional career to protecting those rights.

The time has come for us to rededicate ourselves to ensure that legal and negotiation rights are guaranteed to all teachers in the United States. And that means more than just collective bargaining. It means active and solid participation by all of us in the political process at every level of government. NEA-PAC can no longer be treated as an orphan in our house. It is an integral part of our family.

Fellow delegates, we have placed the NEA financial house in order. Now we must bring the strength of the United Teaching Profession to each school district in the United States. Let the word go out that NEA and its nearly two million members will not allow any teacher anywhere to be the victim of budget cuts by those who have a misplaced sense of national priorities and needs.

My fellow NEA members, I have worked and will continue to work to fulfill NEA's call to represent every teacher in the United States. I will use all of my experience, talent, and energies to bring greater life to our slogan, "Helping Teachers Teach."

However, "Helping Teachers Teach" is more than just an organizational slogan. It is the reason NEA exists. And as a member of the NEA leadership team, that slogan is my daily guide. As your secretary-treasurer, it is truly the reason I exist. Thank you. (Applause)

President Ryor: The next candidate for NEA secretary-treasurer, Nancy Clark of the state of Maine. Nancy. (Applause)

Nancy Clark (Maine): Thank you, President Ryor. And thank you, Lois Tinson, for your kind words.

Fellow delegates, I am proud to accept the nomination for NEA secretary-treasurer. I accept this nomination because I believe I can do the job well.

Let's take a closer look at the job of secretary-treasurer. We all agree that the primary function is to oversee the budget process and the finances of the NEA. I feel qualified to handle that task because of my business training, my background in accounting, and my legislative experience with complex business and financial matters.

But the secretary-treasurer is also one of the three full-time elected officers of the NEA. So we need leadership as well as "lodgership." We need a leader who can speak strongly for classroom teachers in all forums, a teacher who can articulate the needs of education and children to the United States Congress, a leader who can represent teachers in crisis in every corner of America.

When NEA members are locked in conflict with their jobs on the line, they need more from their leader than the personal delivery of a check and a photograph to commemorate the occasion.

I accept this nomination because of the challenge—the challenge of the hard times we are in and the potential of the NEA to respond to that challenge. Times are hard for education in 1976, and it is my personal belief that we are now seeing only the beginning of a trend.

Let's assess what is happening: Two Presidents of the United States have responded to the needs of education only with vetoes. The federal government again this year relegated education

to stepchild status, despite increasing pressure from state and local governments for help. They even assigned education a lower priority than the increase in the military budget. On the state and local levels, budget cuts are the order of the day. Teachers are losing their jobs at the same time that national candidates are talking about creating public jobs. The forces that are being marshaled against us are symbolized by the "residency requirement" crowd. Residency requirements—can you believe that is happening?

The NEA must respond to this challenge and provide the leadership to change this hostile environment. We must respond on behalf of our members. And equally important, we must respond on behalf of the young people in this country. If teachers do not advocate for children, who will?

Our best response is organized political action. We teachers have been slow learners and late bloomers when it comes to political action, but we have made a good start and we are now on the threshold of tremendous potential.

We need to jump into presidential politics with both feet in 1976. It is time we endorsed and elected a President who will sign some education appropriation birth certificates instead of routinely signing their death warrants. (Applause)

And don't forget that Presidents appoint Supreme Court Justices who make decisions about residency requirements.

The NEA is strong. We need to be stronger. The NEA is influential. We need to be more influential.

A strong and dynamic NEA requires strong and dynamic leadership. I'd like to be part of that leadership team. Fellow delegates, I'd like to work with you and to represent you in dealing with the problems of today and in meeting the challenges of tomorrow. I hope for your support. Thank you. (Applause)

President Ryor: Candidates for the Executive Committee will have three minutes each, plus any time remaining from their nominating speeches. They will speak in reverse order of their nominations.

The first candidate for the Executive Committee to speak is *Marty Woodard* of Minnesota. (Applause)

Martrene Woodard (Minnesota): Thank you, *President Ryor*. Do you make a difference in our teaching profession? Does it make any difference if we continue to keep you in the classroom?

Johnny needs special reading help. Anna is in a wheelchair. Richard is a severe discipline problem. Lois is blind and uses a Braille typewriter. Jim and Dorothy are average students. What is rational about the actions of our "know-it-all critics" who arbitrarily set our class sizes and then turn around and add more students in order to save money? And then they go on and tell us it really won't make any difference if "You are a good teacher."

I am disturbed. In fact, I am angry about these unrelenting and know-nothing attacks by those who have a basketful of solutions to dump on us.

As teachers we know what is needed, and we know what is right. Each year this great Assembly democratically sets forth the policies that embody our solutions.

I plan to make a difference for my profession and for my students by using whatever ability I have to communicate, whatever gift I have to work with people, and whatever experience I have to organize teachers—

1. To reduce unmanageable class sizes.
2. To provide adequate funding for education and for teachers' salaries.
3. To win for teachers the right to set our profession's certification standards and to enforce them.
4. To defeat accountability schemes that cast teachers in the mold of assembly-line workers.
5. To reject the idea that students are nothing more than plastic to be designed and shaped or discarded because the product produced is not cost effective.
6. To provide each teacher in every state freedom from fear and also provide adequate teaching conditions through teacher-negotiated, written master contracts.

In the past we have had varying degrees of success in implementing our solutions to complex teacher problems. I am running for the Executive Committee because I know I can make a difference in how well our action plans are implemented. My experience in my own state has taught me that our problems do have solutions if we organize ourselves and work together for success.

I believe nothing organizationally worthwhile for NEA happens by accident or without hard work. I will work, listen, and speak out to see that the goals you adopt in Miami this year are turned into action plans, and I will follow those plans through to success.

Now it is time to quit talking and to get things done. I ask for your vote tomorrow and pledge you my support for the next three years as your Executive Committee member. Thank you very much. (Applause)

President Ryor: The next candidate for NEA Executive Committee to speak is *Billye Pope* of Kentucky. (Applause)

Billye Pope (Kentucky): Thank you, Mr. President. My name is *Billye Pope*. I offer to you my experience as a leader in my local and state affiliates. I accept the challenge to provide that same aggressive and effective leadership to achieve the goals of our national organization.

Aggressive, active leaders are necessary today to weld the resources of the largest group of well-educated, highly trained professionals in this nation—the 1,800,000 members of the UTP.

Our children are this nation's most valuable resource; the education of those children is the most important service that our government provides. Teachers know best how to provide that service. Teachers know best how much "a kid needs to be hugged." But no group is denied, restricted, or dehumanized like teachers are.

I say to you that this condition is no longer bearable. Teachers know that we can no longer use yesterday's methods to educate today's child for tomorrow's world. Those methods were developed for the nineteenth century; they will not suffice for the twenty-first.

We in the NEA have committed ourselves to make the changes necessary to educate today's child for that world of tomorrow. We have committed ourselves to guarantee that teachers have the freedom to teach children without threats, intimidation, persecution, or prison. We have made our commitments—it is time to act.

We must assemble the resources required when teachers take action to guarantee that we can do our job. We must assemble the resources necessary to ensure that we can do that job with dignity, pride, and the financial compensation that is commensurate with the contribution we make to society. This means providing physical support, emotional support, and financial support to teachers who confront the power structures and challenge tyrants.

There is power in unity. The unity of teachers who are ready to act, ready to support, ready to make change happen cannot be denied. The NEA will use that power, that unity, to mobilize teachers across our nation—1.8 million teachers will be heard and will affect change.

We will be listened to in board rooms across this country, in state houses across this country, in Congress, and, yes, even in that house at 1600 Pennsylvania Avenue. Teachers will be heard. (Applause)

President Ryor: The next candidate for the NEA Executive Committee, *Bob Lipscomb* from Alabama. (Applause)

Robert Lipscomb (Alabama): Thank you, Mr. President. And thank you, *Betty Roper*. Fellow delegates, I am running for the NEA Executive Committee because I care about what happens to teachers. I care about what happens to students. I care about conditions under which teachers teach and students learn. I believe that because of my national experience and perspective, I can effectively represent teachers throughout this country.

I am asking for your support and vote to place a professional activist, a teacher advocate, a student advocate, a political advocate, and an IPD advocate on the NEA Executive Committee.

Being a classroom teacher, I am well aware of the grave problems facing teachers in this country, and I am deeply interested in improving the teaching profession and the education of America's youth.

I believe the two top legislative priorities of NEA must be collective bargaining for all teachers and at least one-third federal funding for education. I suggest to you that the UTP theme "Helping Teachers Teach" will not become a reality until every teacher has the right to collectively negotiate with the board of education—to negotiate the allocation of education dollars, to negotiate into contracts discipline policies, instructional improvement, curriculum development, and those conditions that make it possible for children to learn.

The NEA-state partnership in the legislative arena of collective bargaining must increase its emphasis from the national Congress to the state legislatures. Federal funding must be increased to a level that ensures available resources in our local schools.

Because of the recent Supreme Court decisions, NEA leaders must be creative and develop new strategies to cope with public employee needs. The decision on limiting collective bargaining was another slap in the face of public employees.

While we are disappointed in the Court's decision, we cannot sit in sackcloth and ashes. We must turn our energies to increased political action to pass bargaining statutes at the state level, to make effective those laws that already exist, and to preserve property and liberty rights in contract language on the state and local levels.

Decisions of the past three weeks speak to the urgency of our active involvement in the election of the next President of the United States—a President who is committed to our priorities—and surely they speak to the need for us to become tougher in the political arena. In fact, we must make sure that the politician who doublecrosses us is not returned to office to do it again.

I have an established track record in the political arena. Through a very active and successful political action program, the Alabama Education Association was able, in 1974, to play a major role in the election of 29 of our state's 35 senators and 79 of the 105 House members.

The AEA is recognized as the most powerful political force in Alabama. Thanks to AEA and its members, education has a resounding voice in the halls of Alabama government. And you, all over this nation, know how tough our government is in the state of Alabama.

In the area of human rights, NEA must provide leadership in eradicating sexism and racism, protecting and promoting human and civil rights for all of our members. We must work to ensure not only minority representation, but also involvement. We must oppose the movement to deny proportionate representation to any minority group.

Teachers are facing some critical problems in the classroom today that NEA must address in a vigorous manner. Teachers want help from the UTP in solving the problems of overcrowded classrooms, mainstreaming, violence and the breakdown of discipline in the schools, in-service accountability models that treat students as things and make teachers the victim, evaluation, and RIFs. Teachers want help in securing the governance of the profession. Teachers want federal programs stopped, or they want the right to decide what the programs will be.

I am not suggesting the NEA alone can or should solve all of these problems. I believe that it is a responsibility that must be shared at each level. A shared responsibility, a shared strength, and a shared action—that is truly a United Teaching Profession.

I am asking for your support because I am the teacher who can best represent your interests in this job. I seek your help and support. Thank you. (Applause)

President Ryor: The next candidate for the NEA Executive Committee, *Ed Dickau* from the state of Ohio. (Applause)

Ed Dickau (Ohio): *President Ryor*, traveling the length and breadth of this land, it has become clear that we are not involved in any ordinary times.

We find ourselves beset with political problems, jurisdictional battles, increasing RIFs, attempts to impose the corporate-industrial model on education, and demands for new services, all of which must be addressed successfully.

We all understand the NEA-AFT jurisdictional question and that the AFT's preaching of teacher unity and empty rhetoric about teachers' money not being used to fight teachers is a smokescreen that has been thoroughly exposed.

Likewise, I believe that we have faith that the elected and staff leaders of the United Teaching Profession have the ability to combat AFT thrusts, because now is the time when our actions must clearly demonstrate that the AFT is not now, nor is it ever destined to be, a powerful teacher advocate organization in the United States.

We are a mammoth organization that has made far-reaching commitments to involving women and minorities; eliminating violence in our schools and child abuse in daily living; demanding cessation by all state departments of education of performance-based teacher education programs and indiscriminate, irresponsible usage of standardized tests; and opposing the imposition of the corporate-industrial model on education, a model that would transform parents into stockholders, boards of education into boards of trustees, superintendents into plant managers, principals into middle management, teachers into laborers, and our young people into raw materials moved along a 12-year conveyor belt of time-motion-testing and accountability measurement, all producing the most insensitive disregard of the needs of our youth. The Supreme Court is going to take care of that.

I am seeking this office and your support because I believe it is time to stop talking and shelve the rhetoric of one-third federal funding, a national collective bargaining bill, a Mobile Teachers Retirement Act, and a whole host of our written commitments and go out into the political vineyards and take the necessary actions to reorder American priorities, to place education in its rightful place on that list and not in the cellar of the current Administration, and to select the next President of the United States.

Because I will tell you — I don't want any youngster to have to grow up in a world where people no longer believe in their capacity to affect the system or in a society where people have lost their faith that our government can prevent inevitable social and economic disaster. Instead, I want a future for our youth where they can obtain the type of education necessary to deal with a very real world, a future where teachers' rights are protected and teachers can be secure in providing that education, a future where we don't talk about or negotiate reduction-in-force policies, but instead we have an informed public that recognizes the opportunity to lessen class size and to provide the diversity of curriculum that we can deliver and that our young people both need and deserve.

And I want to serve you in the process of turning our dreams into reality, a process that I hope will establish a new order in our land, an order that with renewed faith we can approach tomorrow and can in good conscience live with. This is an action-oriented NEA with a new future in which I would love to serve you. Thank you very much. (Applause)

President Ryor: The next candidate to the office of Executive Committee of NEA is *Rocky Dattola* of the state of Pennsylvania. (Applause)

Rocky Dattola (Pennsylvania): Thank you, *President Ryor*, *Joanna Hock*, and all of you who have urged me to seek a full three-year term.

Teachers everywhere know NEA is the only teacher organization doing anything about trying to reverse the national trends against education. I am proud to be part of NEA's fight for teacher rights and for education. More so, I am glad to have a part in the development of new NEA programs in behalf of teachers, such as the \$3-million political action program to win increased federal aid.

This plan calls for legislative teams in each of our voting districts in the United States that will work to get a pro-education President and Congress elected. They will have influence over presidential nominations and Senate confirmations so we will have Supreme Court Justices with vision.

Political action is the most effective way to make an impact and to stop teacher layoffs and program curtailments. The plan to save jobs was born this past year in the present NEA Executive Committee of our United Teaching Profession. The campaign talk of last year has been turned into action programs that will produce results.

As an ongoing member of the Executive Committee, I call for NEA to lead a crusade for educational respect that will restore dignity to public education and raise the status of teachers, both economically and professionally.

Our crusade will begin by having NEA demand that the next President of the United States convene a White House Conference on Education with teacher association input. This is the best way to gain administration-supported commitment for increased federal funding.

One of the major gains NEA has achieved during the past year has been the combined impact of *President Ryor's* leadership and the NEA delegate-approved program itself. I am pleased to have had a vital role on an Executive Committee that has worked effectively on that program and that John has called upon me to represent him and NEA in crisis situations.

There was a time when NEA was accused of having tunnel vision and a paper tiger program. This is no longer the case. Now if you have a problem, NEA is equipped to help solve it. Today NEA is alive. Now NEA truly represents teachers nationwide. NEA is really the national teachers organization.

I am glad I helped bring NEA to this position. And I will do everything I can to make certain NEA keeps going in this direction. I'd like to serve you for three full years to make certain NEA continues to move forward toward the completion of the teachers' unfinished agenda. Thank you. (Applause)

President Ryor: The next candidate for the NEA Executive Committee is *Bill Cummings* from the state of Georgia. (Applause)

Bill Cummings (Georgia): Thank you, *Brother Dan Wright*, for the kind words in your nomination. I appreciate it.

President Ryor, members of the United Teaching Profession: I proudly accept the nomination to the NEA Executive Committee because I believe in the NEA. I believe that we can shape the destiny of our profession.

For the next few days, you will be the NEA. You speak for your members. You set the policies. Your officers and staff must respond to your wishes. If they do, the NEA will continue to be recognized far and wide as the voice of educators.

As I have talked to educators across this nation, I have time after time been asked what I see as the role or purpose of NEA. I have responded by saying that the purpose of the organization

is to take whatever steps are necessary in any place in this nation to represent teachers, to challenge defiant politicians, to fight unfair school boards, to defend teacher rights, to lead the battle for improved working conditions, and to force changes in the system that will provide better education for children. To do less would be shunning our responsibilities as professionals.

I believe that we must continue to be active in politics. Contrary to the beliefs of some members, politics is not an unsavory business, and so long as we depend on governmental agencies for funds, whether on the local, state, or national level, we must be active in politics. We can and must play a major role in determining who the next President of the United States will be.

I see the NEA as a 21-gun battleship that has only been firing about 3 guns. We must do more next year and in the future.

I believe in teacher advocacy. I have lived it. I believe in this profession. I believe the two are one.

I share the same concerns that you do in the area of financing our organization. We must insist that we continue to receive a dollar's worth of services for a dollar paid in dues.

I believe in governance of the profession. Teachers, not outside organizations or vested interest groups, must determine what is best for education. I believe teachers must be adamant about improving education for all children. We must convince the public that it is very right and very professional for teachers and teacher organizations to stand up for what is best for education and the children we teach. In fact, it is my conviction that to do otherwise is unprofessional.

We must continue to work for a reordering of national priorities until education is so important on the national level that a Department of Education with a Secretary in the Cabinet is established. I believe in minority guarantees—no AFL-CIO affiliation.

The time is here for commitment to action. The teachers of America, through the NEA as their agency, are committed to the improvement of all conditions affecting teachers. I want to be part of this action in a leadership role.

Your vote tomorrow for *Bill Cummings* will be a vote for a teacher who promises to work to carry out the members' wishes by implementing the Resolutions, Items of New Business, and programs, as directed by the Representative Assembly. (Applause)

President Ryor: We will now hear the responses of the candidates for the at-large positions for administrators on the NEA Board of Directors. They have two minutes each, plus any unused time from their nomination speeches.

For the three-year term on the Board of Directors, the first candidate is *Ed Taylor* of South Carolina.

Ed Taylor (South Carolina): Thank you, *President Ryor*. I am here this afternoon before this gathering because I want to be here before you. The role of the administrator has diminished greatly in the last few years in its influence upon the NEA.

This is not something that I view as being an unrighteous act. I would like to say at the outset that I have not been a newcomer to what rights and responsibilities are. I was here 10 years ago when in 1966 the ATA merged with the NEA—the first breakdown of dualism in this country.

I have been a member of this Representative Assembly for the last 11 meetings of NEA, and in that time, I have helped to deliberate over many of the changes that have taken place for the betterment of this organization.

As a candidate for the position on the NEA Board of Directors, I have examined it and I feel—and I would like for you to share this notion with me—that the NEA Board position is one that is national in scope and not limited to sectionalism. It is one in which we should have to recognize the concerns of this portion of our membership.

There are many among us, I believe, who still feel that there is something wrong with all administrators. I was happy to hear the young man from Michigan state that "They 'ain't' all bad."

On the other hand I would like to say that those whom we have with us are those whom we should try to cultivate and whom we must give some consideration to in bringing about some unity in the spirit of the household.

Thank you for your attention, and I do hope that you will vote for *Ed Taylor*. (Applause)

President Ryor: The next candidate for the three-year term for the administrator-at-large position, *Diane Newkirk*, Virginia. (Applause)

Diane Newkirk (Virginia): Thank you, Charlie, and thanks, Virginia. *President Ryor*, delegates, friends: As vice-chair of the NEA Women's Caucus I have actively observed the Board meetings this year. I am here to ask you to elect me to return to sit on the Board as administrator-at-large for the three-year term.

When I began teaching in 1966, I had 16 mentally retarded students, no materials, no room, no apparent guidelines for eligibility. Now as a curriculum specialist in mental retardation, I try to provide the support to teachers they need. I make sure that their classes are not overloaded and that students are appropriately placed. At their request I assist in classroom management, curriculum development, diagnosis, and prescription.

But working in the classroom is not enough. Working toward quality education means being a political activist.

I serve as alternate to NEA-PAC from the Women's Caucus. I joined with other UTP members from Virginia to build NEA-PAC and was elected to the Steering Committee. Last year with other special education advocates I founded CEC-PAN in Virginia.

We must work together. We still need smaller classes, teacher control over curriculum, materials selection, in-service education. Part of the underutilized strength of the UTP is the women. In education, as in society, the potential of women has not been fully realized. The NEA is moving toward full inclusion of women and minorities. I want to see this movement continue.

As vice-chair of the Women's Caucus I am a proven, effective leader. I want to take this kind of effective leadership to the NEA Board. Give me your vote, your permission; this is what I pledge to do. Thank you. (Applause)

President Ryor: The next candidate for the NEA Board of Directors at-large position for administrators is *Irvin Hunt* from Arizona.

Irvin L. Hunt (Arizona): Thank you, President John. Thank you, *Dr. Harmon*, for your nomination.

You know, this is the largest audience I have spoken to. I am an assistant principal in Tucson, Arizona. Being an assistant principal entitles you to a Christian burial and that is all! So I am in the trenches like all of you.

I have been active in local and state organizations in New Mexico, Michigan, and Arizona. While on the State Lands Committee in Arizona as chairman, the state was confiscating the school lands for roads. We challenged them and took them to the United States Supreme Court and won.

Last year as a representative of our local association and without tenure, I negotiated for our 3,000 teachers in our district. We came out with the greatest salary increase we have ever received. Perhaps you can see why I am still an assistant principal.

If I am elected to the Board of Directors, these are my priorities—a fair collective bargaining bill in every state; portability of retirement without penalty; increased federal aid to individual districts without federal controls and mandates from faceless bureaucrats; an extremely close look at mainstreaming so that the professionals in these areas will have their skills properly utilized; and a continued campaign using time, money, and staff to see that due process is applied to all educators; an active political participation in the policy-making bodies at all levels of government; and continued emphasis in those areas of education that need special funding.

I solicit your support and your vote. Thank you. (Applause)

President Ryor: The next candidate for the administrator-at-large position on the NEA Board of Directors is *Jack Benson* from the state of Tennessee.

We have complaints again that there is too much noise in the hall. Will you please move discussions outside the hall and listen to the candidates. *Jack Benson.*

Jack Benson (Tennessee): Thank you very much for the nomination. I appreciate it, and I accept this nomination with a determination to be of service in the classroom teacher advocacy movement.

I see this position as setting a precedent, and I see it as being most important that you select the right person for this position because this position will have to decide whom he is going to represent. I see it not as representing the hard-line administrator viewpoint but as representing teachers and those people who are for teachers.

Now in order to accomplish this, I think we should bring administrators into the teacher advocacy movement and get administrators enlightened. There are a lot of good administrators, and there are a lot of bad administrators. If some of them are bad, it is some of our fault. We need to help work to sell them in the classroom-teacher advocacy movement and get the administrators to understand that what is good for the classroom is what is good for the entire profession and for the society.

I believe that if you elect me, I have had dealings and a long tenure with administrators so I can be the NEA liaison person into the administrator units, and I can get the administrators to come back in and to serve the NEA and to serve the goals of the NEA and to curtail the category conflicts that we are having.

I have been on the NEA Board three years. I have been privileged to serve on the Tennessee educational board six years. I am glad I have had the enlightenment of these experiences. I ask that you help me to put these experiences to work for you in uniting our teaching profession in the classroom-teacher advocacy movement. (Applause)

President Ryor: For the two-year term on the NEA Board of Directors for the administrator-at-large position, the first candidate is *James Sproul* from Kentucky.

James Sproul (Kentucky): *President Ryor*, delegates, and guests: Since the election is tomorrow and many of you are having trouble pronouncing my name, I'd like to give you this: It is not Sproul that rhymes with "mule," it is Sproul that rhymes with "cow!"

I am an administrator. I am an elementary principal. But as Ken pointed out, I have one unique qualification—I teach one period each day; not because I have to, but because I want to. The classroom is where the action is, and I want to be a part of that action.

I believe that other administrators, employees of state departments of education, and those people who follow federal and state guidelines also ought to find out what is going on in the classroom. Then we wouldn't have so many forms to fill out, and the guidelines would be simple.

I also believe that political action is the most important issue we face. Politics controls our professional lives, and we in Kentucky have learned this and are charging into such an area from the tip of our toes to the top of our heads. Not only do we want the ability and organization to elect friends of education to the legislature, but also we want to have the ability to make sure that they produce when they get there.

I don't know about you, but we have had some problems in that area. We also want to take a different tack in relation to accountability. We believe that teachers are not the only ones who should be held accountable. There are the parents, the church, the courts, and other welfare agencies. And they should be held accountable also. (Applause)

I believe that no matter what the issue is, teachers should be ready to act, not react. I believe that teachers should make things happen and not wait for things to happen.

I ask for your vote, your support, and your influence tomorrow so that I can be a part of making that happen for you. Thank you. (Applause)

President Ryor: The next candidate for the NEA Board of Directors for the two-year term of administrator-at-large, *Joe Duncan*, North Carolina.

Joseph C. Duncan (North Carolina): *President Ryor*, delegates, and my good friend *Jerry Watkins* of New Mexico who nominated me: I solicit your support for my candidacy for administrator-at-large on the Board of Directors for the two-year term.

My professional experience as a teacher exposed me to many problems confronting teachers and to issues we all face as educators. My experience as an administrator at all levels of the public school has provided me with the skill and knowledge to facilitate change that benefits children and teachers.

Even though I am an administrator, my state and national record show that I am a teacher advocate supporting teacher rights, collective bargaining, a partnership role in decision making for teachers, due process—not empty words—and time to teach and time for self-renewal, including sabbatical leave.

I believe that one-third federal funding should be provided to ensure adequate funding for education. I believe in reciprocity among all states to include certification, experience, and tenure which affect salary and retirement. I believe in equal opportunities for both females and males in every aspect of American life.

I believe that this organization with its almost 2 million members is strong enough in coalitions with related groups to maintain a firm commitment to its goals and ideals that command the respect and support of this nation. I believe that in this Bicentennial year, we can more deeply commit ourselves to accepting the challenges, identifying the problems, seeking solutions, and giving direction to the educational enterprise of this nation.

I want to be a part of that leadership. I ask your support for my candidacy. Thank you. (Applause)

President Ryor: The next candidate for the NEA Board of Directors for the two-year term for administrator-at-large, *Johnny Clark* from the state of Texas.

Johnny Clark, Jr. (Texas): I am *Johnny Clark*, running for the two-year term on the Board of Directors. I am unpopular by virtue of being a superintendent, but I would suggest to you that for the last several years, because of positions that I have taken, I have likewise been unpopular.

During the last several years, I have been very active in the Texas State Teachers Association.

tion, having served as its president three years ago, and I can remember back several years working with President John and some of them as we came through the ConCon days, as we called them.

I advocated going to the new Constitution. I saw an extreme need for it, took an active role and was chairman of the state delegation in Portland, Oregon, when we went on record almost unanimously, or at least by a large majority, in support of the new Constitution. Later I began working with your president-elect, *Jewel Howard*. Later, when we were joined by the next president, *Larry Yawn*, who has already been introduced this evening, we began to work for unification for the state of Texas.

I can assure you that as a superintendent, a position on the new Constitution for NEA made me unpopular with administrators, but I have no apology for the position I have taken. I have always taken the position that the strength of education is in the classroom teacher, that my position exists solely for the protection and support of the classroom teacher. (Applause)

I have always been a strong advocate for NEA. I believe that it is important that we be trusted allies and work together as administrators and teachers. And if I am elected to serve you, I will assure you that this will be my sincere effort and desire. I do solicit your support. Thank you. (Applause)

President Ryor: That concludes the responses of candidates for NEA office. We had a happy ending, everybody was glad when it was over. Please remember to vote. The polls are open from 7 A.M. tomorrow until 12 NOON.

Consistent with the amendment to the Standing Rule 10-H that you just adopted today, candidates for office or their designees will meet for the lottery to determine placement of the names on the first ballot. The lottery will be held in 30 minutes in Room 105 of this convention center.

Bernie Freitag of Pennsylvania, the chairperson of the Constitution, Bylaws, and Rules Committee, will now present the report of the campaign expenditures. *Bernie*.

Bernard Freitag (Pennsylvania): Thank you, Mr. President. It is my pleasure to report to this Representative Assembly that all of the candidates whose names have been placed in nomination this evening have complied with Standing Rule 10-E by filing the form for reporting campaign expenses of candidates with the Committee on Constitution, Bylaws, and Rules.

All of the candidates have reported expenses, including projected expenses, in amounts less than the limit specified in the Standing Rules. Thank you, Mr. President.

President Ryor: Thank you very much. Our final responsibility today is the introduction of Items of New Business. As you know, the deadline for submitting New Business Items is at the close of the third business meeting. At the close of each of the first three business meetings, therefore, I will announce the titles of all New Business Items that have been submitted to that point. Those New Business Items that have been submitted thus far are as follows:

Items A, B, and C and Items 1 through 4 have been distributed. The following Items of New Business have been introduced during this business meeting.

Item 5, to clarify NEA's current activities in support of those school districts that are severely impacted by federal installations.

Item 6, to limit the proliferation of administrative positions that are taking place at the expense of faculty and instructional growth.

Item 7, NEA urges Democratic and Republican parties to nominate a woman and/or a minority to the position of Vice-President in 1976.

Item 8, to provide improved participation of teachers on NCATE teams.

Item 9, to put NEA officially in support of New Jersey teachers in their fight with the legislature over court-ordered full equal opportunity state-funding for schools.

Item 10, support of the Equal Rights Amendment.

Item 11, support of political rights defense funds.

Item 12, support line item on educational finance in federal budget to separate line item.

Item 13, to establish Teacher Recognition Day.

Item 14, gun control.

Item 15, encourage Ride-a-Bike campaigns.

Item 16, NEA conventions to be held in states that provide for collective bargaining.

Item 17, direct federal health care legislation.

Item 18, promote state and local curriculum and professional development activities.

Item 19, UniServ contract guidelines.

Item 20, support House Resolution 10210, June 29, 1976.

Item 21, to include teachers on policy-making bodies of accrediting institutions.

Item 22, to provide training information on how to handle disruptive classroom behavior.

Item 23, support amendments to Compensatory Education Acts, Title I, et cetera.

Item 24, to notify Chambers of Commerce of NEA position on conventions.

Item 25, to change a specific Review Board procedure.

Item 26, to prevent residency requirements from becoming primary conditions of employment.

Item 27, provide information that will ensure our youth the opportunity for successful participation in physical activities.

Item 28, to hold NEA regional hearings on days other than school days.

Item 29, provisions for strict adherence to Bylaw 3-1(a).

Item 30, study the feasibility of implementing a teacher exchange clearinghouse within an existing NEA program.

Item 31, to have candidates speak to largest number of delegates.

Item 32, to revise NEA Review Board procedures.

The last item is adjournment, I think. No, wait a minute. I have a couple of announcements. We have a Board of Directors meeting scheduled for exactly one hour from now. That will be at 7:32 in the Conover Hotel.

Other announcements? Before we recess this first business meeting, there are several things that I ought to make you aware of. The deadline for the submission of Resolutions is 6 P.M. tomorrow. Tomorrow at 7 A.M. the polls will be open, as I said earlier. They will remain open until 12 NOON. Voting polls are located in the South Hall behind the registration area. We will be voting tomorrow for NEA officers only.

Remember that the conclusion of the third business meeting tomorrow afternoon is the deadline for submitting proposed constitutional amendments to be voted on next year. The third business meeting is also the deadline for submitting New Business Items. And as I said earlier, the NEA Board of Directors will meet one hour from now.

Tonight you will have a chance to meet the candidates at a reception in the Grand Ballroom of the Fontainebleau Hotel from 7 to 8 P.M. Friendship Candidate Night is open to everyone and not just to those who purchase buffet tickets. The festivities of the Bicentennial Friendship Night will be held at the same place, the Grand Ballroom of the Fontainebleau Hotel. The buses will run until 1 A.M.

The first business meeting is adjourned until 10:30 A.M. tomorrow morning.

The First Business Meeting recessed at 6:35 P.M.

SECOND BUSINESS MEETING

Monday Morning, June 28, 1976

THE SECOND BUSINESS MEETING convened at 10:30 A.M., President John Ryor presiding.

President John Ryor: The second business meeting of this Fifty-Fifth Representative Assembly of the National Education Association is now in session. I wish to remind you that the polls are now open for the election of NEA officers. The polls will close at 12 NOON.

There were a number of complaints yesterday regarding the seating of visitors and guests among the state delegations. I want to remind you that Standing Rule 4-G states that the chairperson and members of each delegation shall assume responsibility for permitting only certified delegates and designated staff to sit in that section.

At this time I am pleased to introduce Leonard Weinstein, Miami Beach City Councilman. He will bring greetings from the City of Miami Beach. Mr. Weinstein is the former vice-mayor and the senior member of the Council. Mr. Weinstein. (Applause)

Leonard Weinstein: Thank you, Mr. Ryor. Honored guests, ladies, and gentlemen: You know that the oft-quoted adage that an army moves on its stomach may be correct for an army, but a civilization progresses and moves forward only as its educators are able to move it forward. It is our teachers, our educators, in the final analysis who must bear the burden and the responsibility for the literacy of our people, for their democratic responsiveness, for their moral integrity, and for their supportive values.

In view of the continuing conquest of time and space and the comparative shrinking of the earth itself, as an exploding population struggles for existence, the task of preparing our young becomes truly awesome. Yet this is your lifework, the service the like of which knows no parallel.

You can understand, therefore, my special pleasure in welcoming the National Education Association to the City of Miami Beach today. On behalf of our mayor, our entire City Council, and all of our citizens, I want to assure you of our delight in your selection of our city as the site for your convention.

We will spare no effort for your comfort and the successful culmination of your efforts. May it prove as memorable to you as your presence is to us. The City of Miami Beach wishes you its best. Thank you. (Applause)

As a very small gesture of our appreciation, I would like to present these keys to the City of Miami Beach and our courtesy card to your president, John Ryor. (Applause)

To Carl Harner, the president of the Florida Teaching Profession. (Applause)

And to Terry Herndon, the executive secretary. (Applause)

Enjoy Miami Beach. Thank you again. (Applause)

President Ryor: Thank you very much, Mr. Weinstein. At this time I am pleased to introduce Carl Harner, president of the Florida Teaching Profession, our host organization. (Applause)

Carl Harner (Florida): President Ryor, distinguished guests, friends, and colleagues: On behalf of the Florida Teaching Profession, it is a pleasure and honor to welcome you back to the sunny Gold Coast.

Unfortunately, this isn't the most ideal time of the year to visit Miami Beach since perhaps half of your sunshine time may be in a liquid state, but here you can have fun in the sun or in the shade.

It's been 10 years since you visited us as NEA delegates. While the weather really hasn't changed a lot, many other things have.

Miami has hosted both a Democratic and a Republican National Convention. And Miami Beach has doubled the size of this convention hall. There are more shops, more hotels, and more attractions. We hope you enjoy your stay.

While Miami Beach has been growing, so has your Florida NEA affiliate. In this, our second year of rebuilding, I am happy to report that the Florida Teaching Profession of NEA is still the largest independent association of teachers in Florida. (Applause)

We have grown from a small core of 12,000 committed teachers to an organization that now represents over 40,000 members at the bargaining table. In less than two years we have won 14 of 16 representative elections.

The Florida Teaching Profession is grateful for your support and assistance during this reorganization period. We in Florida, perhaps more than any other state, know the value of a United Teaching Profession under the NEA umbrella.

As your host and hostesses this week, we are here to serve you and make your stay enjoyable. There are many distinctive attractions in this state and Miami Beach has a unique flavor of its own. We have some of the nation's finest hotels and restaurants, and you will find a multitude of excellent shops, including some that will ship boxes of citrus or a small palm tree back home to friends and relatives.

You will be happy to know that Miami Beach is one convention town where you are safe day or night. Be sure you take a stroll under the lights for this is one town that is breathtakingly beautiful after dark. If I sound like a pitchman for the Chamber of Commerce, it is only because we are proud of our Sunshine State and we want you to share it with us.

To help you recognize your Florida delegates, we will be wearing these Seminole Indian scarves made by the Seminole Indian tribeswomen just a few miles away from here. We urge you to stop us at any time for assistance, whether for directions, advice, or friendly conversation. Let us know if there is anything we can do to make your visit more pleasant.

We are indeed delighted to have you with us again and we hope that your return visit will be much sooner the next time. Thank you. (Applause)

President Ryor: Thank you very much, Carl. I want to remind the delegates that we have calls on the noise level. I know voting is still open and people are moving into the hall, but I am going to ask you to do so quietly and hold the conversations to a minimum.

This is an appropriate time to recognize and express our gratitude to the Host Committee who spent long hours helping put this annual meeting together. I'd like you to meet the members of the Host Committee.

The chairperson is *John Myrick*, assisted by subcommittee chairpersons *Holly Hutchings*, *Phil Mazzella*, *James Browdy*, *Dave Merriam*, *Norm Ard*, *Gil Gamache*, *Louise Bushof*, *Vetris Martin*, and *Diana Myrick*. (Applause)

Our most sincere appreciation goes to all of these people who have worked and are continuing to work to make this convention a success. Thank you very much, Florida. And thank you very much, Committee members. (Applause)

It is also my privilege and honor to present to you the leaders of three very effective and influential foreign and international teacher organizations. We are indeed pleased to present them to you.

The president of the Canadian Teachers Federation, *E. N. Fife*. (Applause)

The president of the National Union of Teachers of England and Wales and a fellow member of the Executive Committee of WCOTP, *Alf Wilshire*. (Applause)

The secretary general of the World Confederation of Organizations of the Teaching Profession, *John Thompson*. Mr. Thompson will greet us all for our guests. Mr. Thompson. (Applause)

John Thompson: Mr. President, colleagues. On behalf of your three and a half million colleagues of other lands united with you in the World Confederation, your foreign guests salute the 1976 Representative Assembly of the NEA.

Throughout the history of WCOTP, NEA has given us wholehearted support. Your successive presidents and secretary-treasurers have each made their own particular contribution to the development of international cooperation amongst teachers. Today *John Ryor* is an active and dedicated member of the Executive Committee of the World Confederation.

The president of WCOTP, *Wilhelm Ebert* of the Republic of Germany, who was with you in Los Angeles one year ago, extends to you his warmest greeting.

The commitment of the NEA to international cooperation is symbolized in both your Bicentennial theme and your hosting in one month's time of the 1976 WCOTP Assembly of Delegates in Washington, D.C.

As a nonaligned, independent political force, WCOTP promotes at the world level the common goals of the NEA and the national members in 77 other countries, united in the promotion of the cause of education despite their wide variety of national situations, concepts, and structures.

The NEA is great—great in size, great in influence, and great in heart. You accept the responsibilities of greatness. We thank you most warmly for your support in the past, for your cooperation in 1976, and for your dedication to the global community—the door to survival and fulfillment, in the words of your Declaration of Interdependence.

All success to the NEA today and for the century to come. Thank you. (Applause)

President Ryor: Thank you very much, John. There are two points of privilege I am going to grant before we begin this morning's consideration of amendments. At Microphone 1, *Nona Larson* of Rockford, Illinois. Could I have your attention please. Microphone 1.

Nona Larson (Illinois): Nona Larson, Rockford, Illinois, speaking for the Rockford delegation. We recognize that RIFing is becoming an increasingly common tactic used by school boards throughout the nation. We would like to call your attention to Rockford, Illinois, to what we feel is an especially drastic situation.

Facing an alleged deficit budget of \$5.2 million, the Rockford Board of Education reacted by dismissing 414 certified personnel, over 20 percent of the certified staff in the Rockford district. At tonight's education meeting there is a potential of an additional 200 staff dismissals as they are threatening to dismiss all counselors, psychologists, social workers, and nurses. Added to which may be the elementary instructional music, art, and physical education personnel.

President Ryor and delegates to the 1976 NEA convention, on behalf of the 2,000 teachers in Rockford, and in particular those 414 already RIFed and those facing dismissal, we request that you send a telegram to *Richard Parot*, president of the Rockford Board of Education, condemning this deplorable action. (Applause)

President Ryor: I will do that on behalf of this Representative Assembly, our Board of Directors, and 1.8 million members. I will send that telegram to the Board of Education in Rockford, Illinois, making it exactly clear what our feelings are about that situation.

Microphone 21, *Laurence Morgan*, Tennessee. Excuse me, *Mr. Morgan*. I am going to ask the delegates—I know it is difficult, but the noise level makes the consideration of business virtually impossible. (Applause) Please have some consideration for the speakers. Thank you very much. *Mr. Morgan*.

Laurence Morgan (Tennessee): Thank you, Mr. President. I have a friend here with me whom I would like to have talk to this Assembly. It is *Thelma Davis*. I think she has done more for the Association and the elder teachers than we have in the Association through her fortitude that she's been putting on for the last three years. I'd like to have her speak just a minute to the delegation.

President Ryor: All right, *Thelma*.

Thelma Davis (Georgia): I am *Thelma Davis* from Griffin, Georgia. I want to tell this great Delegate Assembly that we are part of the greatest organization in the world.

I have been on all sides of it. I served as the president of the Classroom Teachers in '64 and '65. At that time if anyone had ever told me that I would be calling on the NEA to defend me, I would have told them they were crazier than I am, and that is going some. But I found it very necessary to call on the National Education Association to defend me when my local board, after my serving them 24 years, lowered the retirement age five years to get rid of me because I took up for the young men who couldn't take up for themselves.

When I called the NEA, they said, "There will be a way." They found a way and we won the case. (Applause)

I am saying to you—go back home and tell your young teachers and tell the middle-aged teachers, don't think that you are so secure unless you make arrangements. Now, let me tell you something, honey. The day you get 65 you don't automatically become senile. (Applause)

To prove it, I went and had a psychiatric test, I had a physical—flying, seating, squatting, and lying. But we won the case.

Now I have also had the privilege of doing a series of articles with *Delores Barkley* of the Associated Press. We are going to do away with forced retirement in this country. Somebody's got to get up off their rear end and go to work. (Applause)

John, honey, you are beautiful and you are doing a magnificent job. And thank you so much for the time. And if I can do anything—like sweep up the floor or anything—there isn't anything I wouldn't do for this organization. Thank you. (Rising applause)

President Ryor: Thank you very much, *Thelma*. You are an inspiration to all of us.

I'd like at this time to introduce someone else. It is my very pleasant privilege to present to you a truly remarkable and outstanding individual, *Ms. Verde White*. *Ms. White* taught for 50 years in Hardin County, Kentucky. She was an inspiration to hundreds of young people in the last 55 years. She's missed only two conventions, and to all of them she's traveled by bus. She is attending her fifty-third NEA convention. Fellow delegates, here is *Ms. White* by Microphone 2. (Rising applause)

Thank you very much. Tomorrow morning beginning at 7 a.m., you will be voting for or against 31 amendments. Amendments 1 through 16 are Constitutional amendments and require a two-thirds vote for adoption. Amendments 17 through 31 are Bylaw amendments and require a majority vote for adoption.

We are now at the point of presentation and discussion of these proposed amendments to NEA's governing documents. Remember that we will not be voting at this time. Our purpose

here is to discuss, to clarify, to debate, and, if you will, to amend the proposed amendments if such is in order. We cast our ballots tomorrow morning.

The chairperson of the Committee on Constitution, Bylaws, and Rules, *Bernard Freitag*, will present the proposed amendments. *Bernie*.

Bernard Freitag (Pennsylvania): Thank you, Mr. President. Mr. President and fellow delegates: Our program this morning provides for discussion of the Constitutional amendments announced before the conclusion of last year's Representative Assembly. The Bylaw amendments to be presented this morning have been submitted prior to the 120-day deadline for a vote tomorrow.

We will be discussing 31 amendments in numerical order. But before we begin, I can report to you that appropriate forms requesting the withdrawal of Amendments 6 and 17 have been filed with the Constitution, Bylaws, and Rules Committee.

President Ryor: Without objection, the two Bylaws that have been suggested will be withdrawn. Again the numbers?

Mr. Freitag: Amendments 6 and 17.

President Ryor: Without objection then, Amendments 6 and 17 will be withdrawn. Hearing no objection, they are withdrawn. *Bernie*.

Mr. Freitag: May I suggest, Mr. President, that a motion to close debate, which takes a two-thirds vote, would be the surest way for the delegates to indicate their desire to conclude the discussion on one amendment and move on to the next.

We now present for your discussion Amendment 1: To delete the provision that the office of secretary-treasurer shall be a full-time, salaried position.

President Ryor: Are there any comments or questions regarding Amendment 1 to the NEA Constitution? I have at Microphone 1 *Carl Harner* from Florida.

Carl Harner (Florida): *Carl Harner* from Florida, speaking on behalf of the delegation. This morning in caucus the delegation took a position in opposition to Amendment 1.

We are urging all delegates to vote against Amendment 1 due to the fact that we feel that it is essentially necessary for us to have a direct line to the financial information of the Association. Thank you.

President Ryor: Thank you very much. Are there any further comments or questions regarding proposed Amendment 1? Seeing that there is no one at the microphones for Amendment 1, we will move to Amendment 2.

Mr. Freitag: We now present Amendment 2 for your discussion: To add a provision that up to four state executive officers may be designated as state delegates to the Representative Assembly.

President Ryor: Are there any further questions, comments, concerns, or amendments regarding proposed Amendment 2? Microphone 14, *Ray Gran* from the state of Indiana.

Ray Gran (Indiana): Pass.

President Ryor: I am going to ask the delegates parading in front of the microphones to their seats to please step aside and make it possible for the other delegates to see on the camera.

Thank you. Any other comment or question regarding proposed Amendment 2? Microphone 11, *Kathryn Stilwell*. New Jersey.

Kathryn Stilwell (New Jersey): *Kay Stilwell*. New Jersey, speaking for the New Jersey delegation of 450 strong. We believe state-elected leadership should be assured of delegate status to this great convention.

President Ryor: Thank you.

Ms. Stilwell: I am sorry, we urge your support.

President Ryor: Thank you very much, *Kay*. Microphone 6, *Don Murphy*. New Hampshire.

Don Murphy (New Hampshire): John, just a question. A state like New Hampshire has 15 delegates. Would these four guaranteed state delegates, officers, be counted as part of the 15 or plus to the 15?

President Ryor: As part of the 15.

Mr. Murphy: Okay, so that we would then in effect have 11.

President Ryor: Then you would have 11 at-large delegates—that is right.

Mr. Murphy: Thank you.

President Ryor: Microphone 3, *Tay McArthur*. California.

Tay McArthur (California): *Tay McArthur*, California, speaking as an individual. I move to amend the motion, which is, of course, Amendment 2, so that the fourth line reads as follows: "Election as an officer in those states making such designation shall constitute election as a delegate."

And I have a seconder to it, the president of Connecticut, *Lenny Lavalette*, on the far microphone.

President Ryor: What far microphone? There are a lot of far microphones here.

Mr. McArthur: Would Connecticut please approach a microphone?

... Motion was seconded by *Lenny Lavalette* of Connecticut.

President Ryor: Lenny, Microphone 11.

Lenny Lavalette (Connecticut): Our intention, *President Ryor*, was very clear for those states that have decided of their own volition that they would like to have their officers named as delegates. It is not our intention to impose that upon any state, and it is not our intention to have these be additional delegates.

President Ryor: Microphone 3. Tay, did you wish to comment? I am going to ask you, inasmuch as we do not have that in our hands, to read again slowly your amendment.

Mr. McArthur: The insertion is after line 4, in the sentence that begins "Election as an officer." It would read, "Election as an officer in those states making such designation shall constitute election as a delegate."

President Ryor: Very good. Are there any further comments in regard to the amendment? The amendment is in order. Microphone 21, *Richard Robertson*, Montana.

Richard Robertson (Montana): *Richard Robertson*, Montana. I just have a question. We were discussing this morning in caucus, and I couldn't find the answer.

The amendments to the Constitution—several of them deal with the same issue. And when we vote tomorrow on these, if two issues deal with the same question and they both pass, which I think is conceivable, which one takes precedence, or how is that determined?

President Ryor: The amendment of greater impact would take precedence.

Mr. Robertson: Where that is determined in the Constitution is what I wanted to find out.

President Ryor: I am informed that that is not covered in *Robert's Rules*; it is just a precedent that has been established over a number of years in NEA Representative Assemblies that the amendment of greater impact is the one that takes precedence.

Mr. Robertson: Thank you.

President Ryor: Are there any further comments in regard to the proposed amendment to Amendment 2? Having no one at the microphones, the amendment by *Mr. McArthur*, seconded by *Lenny Lavalette* of Connecticut, is to insert in line 4 of Article III, Section 3(d), after "Election as an officer," the words, "in those states making such designations."

I will place the motion. All those in favor . . . opposed . . . *I am going to rule that the motion carries.*

Now we are back to the main amendment as amended. Are there any further comments on proposed Amendment 2 to the Constitution as amended? Microphone 8, *David Packard*, Nebraska.

David Packard (Nebraska): *David Packard*, Nebraska, president of the state association, speaking for—

President Ryor: I am going to remind all the delegates again that we have two problems. One is the noise level; the other is it is imperative that you speak right into the microphone. If you have to, raise it or bend it, but speak right into it.

Mr. Packard: Fellow delegates, we are relatively a small state with a good many small associations. It is important that every candidate to be president of our state association or any state association—and I feel that in order to be chairperson of this delegation it ought to be the president. And it seems only fair to us that we elect our president at a state assembly.

Now that in our state is the fairest, most democratic way to do it. A candidate from a very small local, for example, could not conduct a large-scale campaign for the office of the president. So we would heartily support this amendment. Thank you.

President Ryor: Microphone 1, *Daniel Candura*, Massachusetts.

Daniel Candura (Massachusetts): I'd like to speak against this motion as an individual. I think that if people are going to be leaders of a state delegation, and therefore leaders of the teachers in that state, they ought to be able to be elected by the teachers of that state statewide.

President Ryor: Are there any further comments? Microphone 11, *Ray Gran*, Indiana.

Ray Gran (Indiana): John, I have a point of information first. I didn't come on for that, but I would like some information.

President Ryor: State your point.

Mr. Gran: Before I make a possible motion, I have been hearing rumors all over that there are problems with this concerning the Landrum-Griffin Act. Could we have someone answer if there are any problems, and if so, what they are?

President Ryor: Yes. I am going to ask *Bob Chanin* to respond to that question, the relationship between Amendment 2, its impact in regard to the Landrum-Griffin Act.

Mr. Gran: Following that, depending on what the answer is, I may want to make an amendment on it.

President Ryor: Okay.

Robert H. Chanin: Just by way of background, the Landrum-Griffin Act is a federal statute that regulates the internal affairs of employee organizations. Any employee organization that is covered by the Landrum-Griffin Act is subject to certain restrictions on the way it elects its officers.

What is provided for in Amendment 2 would violate the Labor Department's interpretation of the Landrum-Griffin Act. Very simply, the way that Act has been interpreted is as follows:

A national employee organization may elect its officers in either of two ways. It may elect them by a direct secret ballot vote of rank-and-file members, or it may elect them at a convention to which the delegates have themselves been elected by a secret ballot referendum among rank-and-file members.

The problem with Amendment 2 is that it throws in another step. It allows the possibility of rank-and-file members electing delegates to a state convention, delegates to a state convention electing state officers, state officers becoming delegates to a national convention, and then electing national officers.

Now while the law seems fairly clear on that point, the unclear aspect is whether the National Education Association is subject to the Landrum-Griffin Act. And that is all I can tell you on where we stand at the moment.

For some years the Labor Department has contended that we should come within the coverage of the statute. We have disputed that position. As matters now stand, the Labor Department says the NEA is subject to the Landrum-Griffin Act. We, in turn, say we are not. And that is where the matter stands at this point.

The Labor Department has threatened litigation to bring us under the coverage. We have basically told them that is about the only way that we will come under. That is the current status of the matter and that is how it relates to Amendment 2.

I should point out to you the remedy for a violation. In the event we proceed to an election in a manner that violates the Landrum-Griffin Act and a challenge is brought and the Labor Department concludes that we are under the remedy, the remedy is to invalidate the election that took place in violation of the statutory requirements.

President Ryor: I want to remind the delegates once more that the noise level, particularly as we move to the back of the auditorium, makes it impossible for some of the delegations to hear. Please hold the conversations to a minimum. *Ray Gran*, Microphone 11.

Mr. Gran: In light of that, I do not wish to make an amendment. May I argue in opposition?

President Ryor: Yes.

Mr. Gran: Thank you. It seems to me that until this issue is completely clarified, we would be in danger of jeopardizing our officers, our entire organization because of jeopardizing our officers by passing this amendment.

Speaking as an individual, I think that we ought to hold anything like this until matters are clarified much more than they are now.

President Ryor: Microphone 12, *Bill Bell*, Connecticut.

Bill Bell (Connecticut): Mr. Chairman, I speak in favor of Amendment 2. I can recall *Mr. Chanin's* reminding us of the possible ramifications of this particular amendment for a number of years now, and it has never come to fruition.

And I am going to suggest that perhaps we continue until that decision is made. The amendment has been submitted by the Board of Directors, and it is essentially designed to guarantee that the elected state leaders will be with their leaders at the Representative Assembly. And the amendment also addresses itself to the legitimate right of states to set their own eligibility requirements for state officers.

What I mean by that is this. It has been suggested that the ballot for nominees running for state office should also indicate that the nominee is running for a delegate seat to the National RA. The problem with that arrangement is the eligibility matter to which I referred.

The NEA Constitution states that to be eligible to be a delegate to the National RA, the person has to have been an active member for one year. Some states have eligibility requirements for state officers that exceed one year. So if you indicate on the ballot that the person running for the state office is also running for a delegate seat to the RA, you are in violation of the NEA Constitution because of the eligibility requirement.

Now I understand that to avoid the problem, you have run the nominee twice, once for the state office and once for the delegate seat. It may solve the problem, but it certainly is a hell of a hassle. This amendment obviates that hassle, and I urge your support.

President Ryor: Microphone 3, *Richard Holland*, Wyoming, speaking against.

Richard Holland (Wyoming): *Richard Holland*, Wyoming, speaking as an individual. Looking at this as a form of federalism, we can see this is probably a right that should be reserved for the states to decide. It is the right of those members of the state to decide whom they are going to send to this Assembly, and I don't think it is our place to mandate any form of decision as to whom they should send. It should be up to those members.

President Ryor: Thank you. Microphone 9, *Auguste King* of New York, point of parliamentary inquiry.

Auguste King (New York): Yes, Mr. Chairman. I would like to ask your opinion on whether or not it is proper to get the microphone on a point of parliamentary inquiry and then use that to enter into debate.

I notice that a couple of speakers ago a person got the microphone on a question and then stated that he wanted to argue against the amendment. Is that proper?

President Ryor: The answer is No, Mr. *Gran*, I trust, is the person you are referring to?

Mr. King: Yes.

President Ryor: He got it on the normal request to speak to a motion, but asked for a point of information prior to that. Having no other speakers at the time, I granted him that privilege.

Mr. King: Thank you.

President Ryor: Microphone 3, another parliamentary inquiry, *Gerald Turnoy*, California.

Gerald Turnoy (California): Mr. President, it is a point of clarification. I do not wish to abuse the microphone in any way. *Gerald Turnoy* from San Jose, California, speaking as an individual local delegate.

A recent speaker made the statement that the Labor Department considers teachers under the provisions of the Landrum-Griffin Act. My question is, Would that not also mean that we would have the protection of Civil Service and that we would also be restricted under the Hatch Act to second-class citizenship in view of recent inquiries?

President Ryor: The answers are No and No, in that order.

Mr. Turnoy: That is reassuring. Thank you.

President Ryor: Microphone 6, *Gunnar Brown*, state of Missouri.

Gunnar Brown (Missouri): *Gunnar Brown*, Missouri. I move to close debate on this amendment.

President Ryor: Motion to close debate. Is there a second? *Gunnar*, do you have a second to the motion?

... Motion was seconded by *Jack Shumaker* of Ohio.

President Ryor: The question is whether or not we shall close debate on Amendment 2. All those in favor ... opposed ... debate is closed. We will move on to Amendment 3. *Mr. Freitag*.

Mr. Freitag: Amendment 3 is presented for your discussion: To add a provision that the same representation formula apply to clustered locals as applies to single unit locals.

President Ryor: Are there any comments or questions regarding Amendment 3? Microphone 12, *Hazel Petrocco*, Colorado, speaking for.

Hazel Petrocco (Colorado): *Hazel Petrocco*, speaking for the amendment. It is the intent that this be given to clustered units just as it is to the local affiliates. In Colorado where the geography makes it very hard at times to cluster 150, this would be a very helpful amendment to the small states with this problem.

President Ryor: Microphone 8, *Larry Ryland*, Alabama, speaking for.

Larry Ryland (Alabama): Mr. President, as a delegation from Alabama, we are in favor of Amendment 3. Speaking also as an individual, I am the only clustered postsecondary individual at this convention. It was very hard to achieve the clustered number, 150. But I think that when we approve this Amendment 3, to get up in the realm of the actual clustering of 76—one major point here is that it shall be based on the ratio of 150 active association members or a major fraction thereof. That major fraction is 76 of that 150.

I think everyone understands how this relates to the average association. If you have that 76, no matter what your association size is, up to 150, you do have a delegate. However, for clustering groups you have to have the 150 or in excess of that for any clustered groups. So I think it is for our benefit to have representation from all groups if we can approve this Amendment 3.

President Ryor: Microphone 7, *Pete Smith*, Oregon, speaking for.

Pete Smith (Oregon): As the contact individual from the Board of Directors, I speak in favor

of this motion and strongly recommend that Amendment 3 be adopted by the Representative Assembly.

Some of the background data that were made available by way of research at the time that this first came before the Board of Directors are important. It is estimated that in at least 15 states two-thirds of the local associations need the consistency of application of this formula in order that the clustered locals may have the kind of representation that they deserve and need. On behalf of the Board of Directors, I strongly urge a Yes vote on Amendment 3.

President Ryor: Microphone 3, *Gerald Turnoy*, California, a point of information.

Gerald Turnoy (California): I am sorry, I need clarification. But this is only my second convention. I'd like to ask what the meaning of the word "active" is, because I was at the Los Angeles meeting last year at which various points were made about how far people were from the place. And the people who always show up out of self-interest might take over the delegation.

President Ryor: "Active membership" is defined in the Bylaws. I am going to ask *Bernie Freitag*, the chairperson of the Constitution, Bylaws, and Rules Committee, to share that definition with you and call your attention to the page, *Bernie*.

Mr. Freitag: In the delegate handbook, page 109, Bylaw 2-1(b) defines "active membership."

Active membership shall be open to any person who is engaged in or who is on a limited leave of absence from professional educational work. Active members shall hold or shall be eligible to hold a baccalaureate or higher degree or the regular teaching, vocational, or technical certificates required by their employment. Active membership is limited to persons who support the principles and goals of the Association and maintain membership in the local and state affiliates where eligible.

Mr. Turnoy: Then I would be correct in assuming that the other type of membership would be associate membership?

President Ryor: *Mr. Freitag*.

Mr. Freitag: The Bylaws provide for eight classes of membership.

Mr. Turnoy: And only one is active?

Mr. Freitag: Only one is active. Seven classes of membership are defined under Bylaw 2-1(b), pages 109 and 110 in the handbook.

Mr. Turnoy: Thank you.

President Ryor: Microphone 8, *Juanita Kidd*, Oklahoma.

Juanita Kidd (Oklahoma): I move to close debate.

President Ryor: Is there a second to that motion?

Ms. Kidd: Yes, I do have.

... Motion was seconded by *Lloyd Fuss* of Oklahoma.

President Ryor: Thank you. The motion is to close debate on proposed Amendment 3. All those in favor ... opposed ... the motion is carried. Proposed Amendment 4, *Mr. Freitag*.

Mr. Freitag: Amendment 4 is presented for your discussion: To add a provision that amendments to the Constitution or Bylaws may be submitted by majority vote of the Board of Directors.

President Ryor: Microphone 6, *Jack Shumaker*, Ohio.

Jack Shumaker (Ohio): Thank you, John. *Jack Shumaker* from Ohio, speaking for the delegation. Our caucus voted unanimously this morning to support Amendment 4. I believe our reasoning to be sound.

We elect responsible people to serve on the Board of Directors. They most certainly should be responsive then to the needs of the Association. The expertise of the Board's accumulative experience warrants the right to offer amendments to our Constitution without the need to secure signatures. And speaking of those signatures, I believe the qualification is 50. Be it 50 or 100, I question signatures in themselves. I'll bet in five minutes I could secure 50 signatures to move this convention out on the beach!

Let's give our Board of Directors a vote of confidence and allow them to initiate amendments to our Constitution. Ohio urges your support for Amendment 4. Thank you.

President Ryor: Microphone 8, *Nathaniel Ingram*, Georgia, speaking against.

Nathaniel Ingram (Georgia): *Nathaniel Ingram*, Georgia Association of Educators, speaking as an individual. I speak in opposition to this amendment because I figure there's not going to be much opposition to this amendment. I think it is in the best interests of the organization to have the Board of Directors go through the proper channels, go through the Constitution Committee like they have been doing.

My position is that the Constitution Committee constitutes a sort of system of check and balance. If we allow them to do this, I know it is a small check, but if we allow them to bypass this and if we let them get in the habit of bypassing this, soon it will lead to some corrupt practices.

I understand that there has been no frustration of the Board of Directors; every proposal that they have presented to the Constitution Committee has been put forward, has come forth. Then the only thing, the only argument that they can make is that it is a matter of propriety, that it isn't proper for an august body of 150 Board of Directors members to have to go to a small or appointed committee.

I do not think this is sufficient reason for us to okay this amendment. I hope that we oppose and oppose this amendment vigorously. I thank you. (Applause)

President Ryor: Before our next speaker I remind the delegates that the polls close in exactly 30 minutes. Microphone 11, *Russell Heeren*, New Jersey, speaking for.

Russell Heeren (New Jersey): Thank you, Mr. President. *Russ Heeren*, New Jersey, speaking as an individual, speaking in favor. As a former member of the Resolutions Committee, I agree with this proposal.

Any proposed amendment that passes the Board has 50 delegates' support already and can go in by petition. One elected governance body should be able to petition another governance body directly without having to gain the approval of the appointed committee. Thank you very much.

President Ryor: Microphone 9, *Art Parks*, New York.

Art Parks (New York): Mr. President, fellow delegates: May I remind each delegate that on page 106 of your handbook, you have Article IX entitled "Amendment of the Constitution and Bylaws, Section 1, Proposal of Amendments."

Section 1 on page 106 already gives the members of the Board of Directors four avenues of travel toward amending our NEA Constitution and Bylaws. But now the Board of Directors is insisting on another avenue, a fifth avenue or a fifth road—but a road not open to all of us, the delegates, but restricted to the Board of Directors.

What the Board of Directors is asking for is a royal road, a special privilege road, a unique guarantee of amending our basic Constitution, our basic governance structure, the Constitution and Bylaws of the NEA, by bypassing the delegates in this RA.

I urge the delegates not to grant this special privilege. Surely a group of directors or even one director can travel the more democratic route of amending our Constitution by going to the delegates and obtaining those 50 signatures. Surely a group of national leaders in the NEA can obtain those 50 signatures in the democratic level of governance, and that is the RA. Thank you.

President Ryor: Microphone 7, *Thelma Thompson*, Delaware.

Thelma Thompson (Delaware): *Thelma Thompson*, Delaware, speaking for the delegates and in favor of Amendment 4. The Board of Directors is the representative body of the NEA and is authorized to act between the sessions of our Representative Assembly. They are the governance body most closely in contact with the membership on a year-around basis. They are in the best position to fully represent our membership concerns.

Before the adoption of the new Constitution the Board had the right of introducing amendments by majority vote. This seems a reliable source of nonfrivolous amendment, particularly in light of the difficulty of obtaining agreement among the Board on major issues.

The discussion of and recommendation of amendments by the Board also provides an important preliminary two-way communication system so that issues can be discussed before we arrive at the RA itself and debate them on the floor.

The delegates do have the say in all issues in the ballot box on amendments. We have the final say on all of these, and I ask you to vote Amendment 4 to provide this important source of input from our elected governing body. Thank you.

President Ryor: Microphone 1, *Andy Bullen*, Illinois.

Andy Bullen (Illinois): Mr. President, *Andy Bullen*, Illinois. I would like to move to suspend the Rules by limiting debate on Constitution and Bylaws amendments to two for and two against. (Applause)

President Ryor: Do you have second to that motion?

... Motion was seconded by *Ralph Perillo* of Illinois.

President Ryor: Thank you. The motion is to suspend the Rules and create a special Rule to limit debate on the amendments to two people for and two against. The amendment is in order. It requires a two-thirds vote for passage. It is not debatable. I will place the motion. All those in favor ... opposed. I am going to ask for a division, *Mr. Mayo*.

I want to repeat the motion again. The motion is to suspend the Rules in order to limit debate to two for and two against. Just on these amendments. All those in favor please stand . . . opposed please stand. . . *I rule it is carried. (Applause)*

We are currently in the middle of the discussion on Amendment 4. We have just passed a separate Rule. I will rule that from this point forward, we will entertain two more for and two against. Are there any further speakers? Microphone 7, *John Beck* from Minnesota.

John Beck (Minnesota): Mr. Chairman, *John Beck*, Bloomington, Minnesota, speaking as an individual. My motion was going to be the same thing—to suspend the Rules and limit the debate to two for and two against. So the thing has been accomplished.

President Ryor: It has, indeed. Microphone 9, *Auguste King*, the state of New York.

Auguste King (New York): *Auguste King*, New York. I speak against the amendment. As you all know, in New York we have just thrown off an onerous kind of leadership and formed our own which we feel is more democratic. One of the problems that we had was that the Board of Directors frequently came with their own set of recommendations regarding Bylaws and Constitution changes, and because of the structure of the organization, they always got their way.

I see this is the same old stuff, and therefore I oppose this. The Board of Directors of NEA has its own channels that have worked in the past. I see no reason to change them.

President Ryor: Thank you very much. Microphone 5, *Steve Manor*, Michigan.

Steve Manor (Michigan): *Steve Manor* from Michigan, speaking as an individual. John, I think in light of the Rule we just adopted, I would be out of order. I was going to move to close debate.

President Ryor: There are no more speakers so if, in fact, there are no speeches forthcoming, we will just close debate and move on to the next item.

Mr. Manor: Fine, thank you.

President Ryor: Having no one else at the microphones, we will move to Amendment 5. *Mr. Freitag*.

Mr. Freitag: Amendment 5 is presented for your discussion: To add a provision to permit delegates to the Representative Assembly to be elected either by the active NEA members within the affiliate or by the active NEA members elected consistent with NEA requirements to the affiliate's delegate assembly.

President Ryor: Microphone 12, *Bill Bell*, Connecticut.

Bill Bell (Connecticut): Mr. Chairman, the amendment before you merely proposes options for the election of state delegates to the National RA. Now, where a statewide election poses no problems, financial or practical, the net provision in the amendment is the course to follow. For those states where problems do exist through statewide election, the amendment offers the option of state Representative Assembly elections for delegates for the RA.

In a sense the options in the amendment are similar to those that presently exist for the election of NEA directors. There seems to be no problem with those. So I urge this Delegate Assembly to support the amendment.

President Ryor: Microphone 1, *George Southwick*, Massachusetts, speaking against.

George Southwick (Massachusetts): Thank you, Mr. President. *George Southwick*, Massachusetts, speaking for the delegation in opposition to Amendment 5. I appreciate *Mr. Bell's* comments with reference to options. But the pyramid factor of elections, the idea of elections from a broad base to a limited base, I believe and the delegation believes, is an intent to emasculate the right of individual delegates and the individual membership to make a determination on the choice for delegates.

Even though there is an option factor there, we have problems with it in Massachusetts. We do not have officially a one-man/one-vote set at the present time for our own Board of Directors. We are working in that direction. But I do believe that when we take the right from individual members to make determinations for themselves, we are defeating the elements of a democratic factor. I thank you very much. (Applause)

President Ryor: Thank you. Microphone 11, *Gene Brundige*, speaking for, Ohio.

Eugene Brundige (Ohio): *Eugene Brundige*, speaking for the Ohio delegation. I came to urge your support—no, beg your support of Amendment 5. We had 422 names on our bed-sheet ballot. There are some beds that would be covered under those circumstances.

Our staff was harangued. It was an expensive operation, a wasteful system. The use of time of both elected leaders and staff was diverted to this, which nobody really cared about. In excess of 500 complaints were received by our Columbus office—unsolicited, I assure you—about this system.

Certainly those who would say it is undemocratic would also realize that each state ought to have the right to set its options. Those who enjoy the chaos of a bed-sheet ballot can continue to be covered by it. But those who don't and who have better uses for their resources and their staff certainly should have the right to provide for this type of election.

We urge the delegates to vote in favor of Amendment 5 and give the option, too, to the states in this matter. Thank you.

President Ryor: Thank you very much. Ladies and gentlemen, the next speaker wants to amend Amendment 5. But there is a question about whether or not it is in order. My Bylaws and Rules Committee is looking at that issue. I would like to set Amendment 5 aside for just a moment and move on to Amendment 7 inasmuch as we have withdrawn Amendment 6. And if there is no objection, we will do that and then come back to deal with the proposed Amendment 5. Hearing no objection, *Mr. Freitag*, Amendment 7.

Mr. Freitag: Amendment 7 is presented for your discussion: To delete exceptions to the one-person/one-vote principle by deleting requirements for representation of classroom teachers, administrators, and ethnic minorities in appointive or elective positions and to delete the definition of ethnic minority.

President Ryor: Microphone 11, *Alvin Applegate* from New Jersey.

Alvin Applegate (New Jersey): *Alvin Applegate*, speaking as an individual. Last year I spoke against the idea of the ethnic minority guarantees, and I find that to be the implicit intent of this particular amendment again. First, I find any kind of quota system unconstitutional; second, even if it could be somewhat devised so it would be a little bit varied, you'd have quotas for everybody and that is physically impossible. Beyond that, it is just about the same thing as setting negative quotas.

You set out limitations, you say 10 percent of this group and 10 percent of that group. We know that is undemocratic and unprincipled. Therefore, we must eliminate within our system, within a democratic educational institution such as this, the idea of setting quotas and guaranteeing anybody that which he or she cannot earn by his own merit.

And that is why I think this should be passed. I think Amendment 7 gives us a way to be fair to everybody. Besides, those who would say that we have a chance to rectify past wrongs have already the means to do this. There are affirmative action plans that could be given. Certainly there could be a requirement of affirmative action within state groups that we feel are somewhat deficient.

There is also the matter of going beyond this and saying that we already have the political organizations within our makeup, that we have things like the Black Caucus and Chicano Caucus, et cetera. There is no need—we are politically viable enough; I think we are healthy enough. We have outlived this particular need for any kind of quota.

President Ryor: Microphone 7, *Joe Gates*, Delaware.

Joe Gates (Delaware): *Joe Gates*, speaking for the Delaware delegation. We took the right position several years ago. We didn't say that minority guarantees and the one-person/one-vote would be easy things to do. We said they would be the right things to do. And amazingly we have done them; we have made them work. I ask you to oppose Amendment 7 and guarantee a proper place in our society for everybody. (Applause)

President Ryor: I'd like to yield the remainder of my time to *Lauri Wynn* of Wisconsin at Microphone 14.

President Ryor: Microphone 14.

Lauri Wynn (Wisconsin): *Lauri Wynn*, ex officio delegate, a member of the Executive Committee. *President Ryor:* I would hope that this body would not want to undo the accomplishments that it has managed to accomplish.

The one-person/one-vote concept is difficult for everyone to accept at some point in their association involvement. It was difficult, indeed, for the administrators to find themselves less of a majority than they'd been in the past.

I believe the word "quota" is one that has a negative connotation. Goodness knows, I don't think of myself as a negative, nor do I think of myself as needing to prove that I am capable and competent. Nor do I believe that this body should want to imply that minority guarantees mean that. But, instead, minority guarantees mean now, as they have meant all along, that we are attempting to correct a wrong that very few of us would admit at this point has been corrected.

I would urge you to continue your very illuminated expansion of your experiences by making sure that minorities continue to be here in numbers sufficient to the population of America. Thank you very much. (Applause)

President Ryor: Microphone 6, *Jim MacRae*, Pennsylvania.

Jim MacRae (Pennsylvania): *Jim MacRae* of Lincoln University in Pennsylvania and a member of the Board of Directors. Let's leave the Constitution alone, please, except for a few technical things that the Board of Directors has asked you to approve, let's not bother with it.

This Amendment 7 is such a hard part and so many things are masquerading under various disguises that it is going to undo the whole Constitution and make us into a general hodgepodge again.

We passed this thing with very fine idealism, the finest idealism of the human spirit. I was so proud to be a member of the NEA when we first passed it. Let's keep that. What I am saying is this: Goodbye to all of you. I love you all. I hope I can leave here feeling very good about everything that we do.

This thing puts together one-man/one-vote minority guarantees, and I don't know how many other things. Let's be magnanimous and continue to be magnanimous. We saw how easy it was to comply here at this Assembly. We didn't have to tell one state to stand aside because they all had complied, and they found out how easy it was, and it didn't hurt the least bit.

Yesterday one of the speakers said one of the things he was glad about, one of the things that made him proud of the National Education Association was that it was among those organizations that do not just talk about human justice but actually practice it. And let's continue to practice it and vote down Amendment 7. (Applause)

President Ryor: We have 11 people at the microphones to speak against the amendment, and no one to speak for. We have used the two speeches against already. There is one remaining for. Having no one at the microphones to speak for the amendment, we will move on to Amendment 8.

Mr. Freitag: Amendment 8 is presented for your discussion: To increase the number of certified delegates and/or active members necessary to submit amendments to the Constitution or Bylaws.

President Ryor: Microphone 15, *Henry Woods*, Mississippi.

Henry Woods (Mississippi): *Henry Woods* from Mississippi, speaking for the delegation. It is very important for states to present input and the kind of implementation that would become policy.

The submission number is 50 delegates. My desire is to increase the number to provide a better cross-section. I urge this delegation to vote for Amendment 8.

President Ryor: Microphone 9, *Art Parks*, New York.

Art Parks (New York): *Art Parks*, New York, speaking as an individual, speaking in opposition to Amendment 8. May I urge you to make a notation on your proposed amendment print-out sheet to vote No on Amendment 8, which will double the amount of signatures that you and I as delegates will need to propose an amendment to our Constitution and Bylaws.

I think a better solution would be to mandate that each officer and each member of the Board of Directors be required to double the signatures. Thank you.

President Ryor: Microphone 6, *Gay Peters* from the state of Missouri.

Gay Peters (Missouri): *Gay Peters*, speaking for the Missouri delegation. The Missouri delegation voted to support Amendment 8. Considering the size of this Delegate Assembly and the enormous amount of business that needs to be completed in the time allotted, it seems reasonable that an increased number of petition signers be required to submit amendments to the Constitution and the Bylaws.

This Delegate Assembly then is not inundated with items to the extent that we as delegates would not have sufficient time for proper consideration. The "hurry-up, no-consideration" syndrome late in the day has occurred in past conventions. It would seem judicious then that the percentage of those requesting our time be increased to a more realistic proportion. If the issue is meritorious, getting the signatures of support will not be difficult. Thank you.

President Ryor: We have had two speakers at the microphones, both speaking on the pro side of the issue. Having no one else left on the con side of the issue, I would move to Amendment 9.

Mr. Freitag:

Mr. Freitag: Amendment 9 is submitted for your discussion: To delete the requirement that the NEA directors and Executive Committee members shall be elected by secret ballot for each individual office; to delete the requirement that a state affiliate shall hold a secret ballot vote to determine education positions eligible for membership; to substitute for the requirement that a state affiliate shall conduct elections by secret ballot the provision that there be a roll call vote by the state's representative assembly or a secret ballot vote by the membership.

President Ryor: Microphone 1, *George Southwick*, Massachusetts, speaking against.

George Southwick (Massachusetts): Thank you, Mr. President. *George Southwick*, Massa-

chusetts, speaking as an individual in opposition to Amendment 9. To change a procedure to allow here anything but secret ballot, I believe, became one of the concerns under the merger discussions at one particular time involving the AFT.

I don't think that at any time, if we have the right to express ourselves at a ballot box, that right should be changed, even by an optional factor, because options all too many times have a way of becoming final reality.

I believe in a secret ballot. To change the format from a secret ballot to a roll call is one direction to lead to slate voting. That turns me off cold. I thank you, Mr. President. (Applause)

President Ryor: Microphone 9, *Mary Alice Sargent*, New Hampshire.

Mary Alice Sargent (New Hampshire): *Mary Alice Sargent*, speaking for the delegation and in opposition to Amendment 9 for the following reasons.

It would eliminate the secret ballot and would lead to slate voting in the election of Executive Committee members and NEA directors. Two, it would mandate that local, not state, affiliates guarantee open nominations and secret ballots in elections. Three, it would delete the requirement that state associations determine their membership categories by secret ballot. And four, it would alter affiliation standards for state associations by requiring either secret ballot voting by the membership or roll call votes at state representative assemblies for the conduct of elections.

I urge you to vote No on Amendment 9, and I would like to yield the rest of my time to *Ed Robisch* of New York.

President Ryor: Microphone 9.

Ed Robisch (New York): *Ed Robisch* from New York, speaking for the delegation. You must know that the contact person for Amendment 9 last year was *Manny Kafka* from New York. I want you to know there is a difference in the New York delegation this year.

The delegation of New York urges secret ballot, not roll call ballot, and we urge that you go this way. Thank you. (Applause)

President Ryor: I have a point of information. Microphone 9, *Art Parks*, New York.

Art Parks (New York): I was just going to make the same point of information. We want secret ballot.

President Ryor: Thank you, *Mr. Parks*. We have had the two speeches against; there is none for. Having no one at the microphone to speak for that amendment, we will move to Amendment 10. *Mr. Freitag*.

Mr. Freitag: Amendment 10 is presented for your discussion: To change the representation formulas for state and local affiliates and clustered affiliates.

President Ryor: Microphone 14, *Nelle Taylor*, South Carolina.

Nelle Taylor (South Carolina): *Nelle Taylor*, South Carolina, Mr. President, speaking for the Committee on the Size of the Representative Assembly. I move to amend in the following manner: I move that the ratio set forth in Sections 2(a) and (b) of Amendment 10 to Article III, Section 2, shall be implemented over a three-year period as follows: For the Representative Assemblies of 1977 and 1978, the state ratio shall be 1 to 1,550, and the local ratio shall be 1 to 230 or major fraction thereof. Commencing with the Representative Assembly of 1979, the state ratio shall be 1 to 2,100, and the local ratio shall be 1 to 315 or major fraction thereof. In each year, the allocation to clustered locals shall be based on the same ratio as allocations to single local affiliates. Section (c) shall be relettered as Section (d).

My second is at Microphone 7, *Thelma Thompson* from Delaware, and I wish to speak to my motion.

... Motion was seconded by *Thelma Thompson* of Delaware.

President Ryor: Microphone 14, *Nelle Taylor*.

Ms. Taylor: Mr. President and members of the RA, this motion is contained in your committee report book on page 111, the blue book. As chairperson for the Committee on the Size of the Representative Assembly, it is necessary for me to move this amendment at this time, even though our Committee report will be considered this afternoon.

As we have tried to fulfill the charge of the 1975 Representative Assembly, we have become acutely aware of several things from the membership.

One is that it is necessary to reduce the size to make representation to the RA more fair than it currently is. In 1975 15,461 delegates attended, or 53.6 percent of the potential. The membership had only half of its fair representation, which is scarcely equitable.

Also, we believe that phase-in will give immediate help for the effectiveness of the RA. The tremendous size makes placement of the convention almost an impossibility with the restrictions on the placing of the convention—for example, the prohibition against holding the conven-

tion in a city or state that has not ratified the ERA. We are now limited to approximately five cities that can accommodate our tremendous size. All of these cities fall in the Midwest or West. We are now placed in a seller's market rather than a buyer's market.

The difficulty of the Assembly's business being conducted with the city lights and arena-type setting certainly does nothing to enhance the administration of the Association's most important affairs. The amount of printing and time-line restrictions are other deterrents.

The Committee believes that the proposed formula is equitable and will assure more participation.

President Ryor: Microphone 10, *John Tennyson* of Arizona, speaking against.

John Tennyson (Arizona): I wish to speak against this amendment because I feel that any attempt to lessen the number of delegates to this Assembly is completely against what the small locals in this country are interested in—and that is involvement.

Just as soon as you start cutting back on the number of people coming here, you start cutting back on the input of the grassroots level that makes this a viable institution.

We have 18,000 members of the Association in Arizona; we have sent 102 people all the way across this continent here. That is an average of 1 to 180.

We are talking about raising this. People, like myself from my local that is such a small one—we don't have money, this is coming out of my pocket. And I think there are many small locals whose people are spending their own money to do this. (Applause)

I thank you.

President Ryor: Microphone 11, *Ray Gran*, Indiana, speaking against the amendment.

Ray Gran (Indiana): Thank you, *President Ryor*. I really am echoing the sentiments of the speaker just before me. While this amendment takes it a little more slowly, it still does the same thing. It hurts the small local, and it hurts the small state.

It seems to us in Indiana that there should be a better way to reduce the size of the Assembly beside simply laying it on the backs of the small locals in the small states. Thank you. (Applause)

President Ryor: We have no more speakers on the amendment to Amendment 10. If there is no further discussion, we will read the amendment and place the vote. The amendment placed by *Nelle Taylor* and seconded by *Thelma Thompson* reads as follows:

I move that the ratio set forth in Sections 2(a) and (b) of Amendment 10 to Article III, Section 2, shall be implemented over a three-year period as follows: For the Representative Assemblies of 1977 and 1978, the state ratio shall be 1 to 1,550 and the local ratio shall be 1 to 230 or major fraction thereof. Commencing with the Representative Assembly of 1979, the state ratio shall be 1 to 2,100 and the local ratio shall be 1 to 315 or major fraction thereof. In each year the allocation to clustered locals shall be based on the same ratio as allocations to single local affiliates. Current Section (c) shall be relettered as Section (d).

Now then, I have at Microphone 3 *Wayne Corbin* from California, a point of information.

Wayne Corbin (California): *Wayne Corbin*, California. I would like to know this: If this amendment passes, what is the relationship of those figures to Amendment 3 that deals with the ratio of 1 to 150 in the clustered locals?

President Ryor: It seems to me the impact would be to change the clustered locals to the major fraction concept as applied here.

Mr. Corbin: That would be automatic then?

President Ryor: Yes.

Mr. Corbin: Thank you.

President Ryor: I said earlier that there was no one speaking for. There is someone at Microphone 7 to speak for. *Thelma Thompson*, Delaware.

Thelma Thompson (Delaware): *Thelma Thompson*, Delaware, speaking as an individual and a member for two years on two different committees attempting to deal with the problems of the Representative Assembly of the NEA.

Every year we go through the same problems. We are in a seller's market. We get ripped off by the cities where we can hold the convention. The people complain bitterly at the point in time, but everybody says, "If we reduce the RA, I will lose my representation."

I would like to present some facts to this Assembly for your consideration. I collected some financial data which you may find very interesting.

This Representative Assembly, by conservative estimates from the Department on Convention Operation, is going to cost us—whether it comes out of your own personal pocket or out of your local dues, your state dues, or your NEA dues—a total of \$5,702,500.

That is expensive representation, and I can think of a lot of other programs that could be served very well with a portion of that money. I would certainly be the last to suggest that we should eliminate full representation at any level.

President Ryor: Your time is up, Thelma. I have at Microphone 14 *Charlotte Legrand* of South Carolina for a point of parliamentary inquiry.

Charlotte Legrand (South Carolina): I would like to question whether these speakers have been speaking to the amendment to Amendment 10 proposed by *Ms. Taylor* or whether they have been speaking to the original amendment.

The amendment to the amendment was to phase in this reduction. They have been speaking on the question of whether it should be reduced at all. And I think the speakers have been out of order. No one has spoken on the amendment to the amendment.

President Ryor: I am going to rule that they have indeed spoken to the amendment to the amendment. They may well be opposed to the amendment to the amendment and in favor of the main motion, and the conversation and comments are in order.

Ladies and gentlemen, we have used up the two for and the two against. This is an amendment to Amendment 10. The intent is to phase in Amendment 10 over a three-year period. Do you wish to have that amendment reread?

In that event I will place the motion. All those in favor . . . opposed . . . the amendment loses.

We are back to Amendment 10 again. We have at Microphone 11 *Gerard Mooney* from New Jersey, speaking against.

Gerard Mooney (New Jersey): Thank you, Mr. Chairman. I speak in opposition to Amendment 10. As a local leader of a school system of 221 unified members, I must go on record as objecting to having our voice in the NEA taken away by the proposal of changing the allocation of 1 delegate for every 150 members or major fraction thereof to one delegate for every 315 active members.

I know that the reasons for the amendment are to try to solve the problems of size at the conventions and to try to provide more convenient sites. But I beg everyone here—don't take away the voice of your grassroots, the people whom you are working for, in order to solve the problems of the numbers at the conventions. Vote No on this amendment. (Applause)

President Ryor: I have at Microphone 14 *Jim Politis* of Maryland for a point of information.

Jim Politis (Maryland): *Jim Politis* of Maryland, speaking as an individual. I'd like to ask a question of the Committee chairman, if I may.

Was any consideration given to setting a maximum size to delegations—say, 1,000 or 800 or 500 or whatever it might be?

President Ryor: I am sure there was, but I am going to ask *Nelle Taylor* if she is near a microphone. Microphone 14.

Ms. Taylor: Mr. President, the Committee did give consideration to setting a ceiling, but in the final report of the Committee, that is not proposed as a final alternative.

President Ryor: Thank you.

Mr. Politis: Thank you, Mr. Chairman, and thank you, Madam Chairperson.

President Ryor: Microphone 11, *Joe Murphy* of New Jersey, speaking against.

Joe Murphy (New Jersey): The NEA has stressed over the years local development, sophistication, and sufficient training due to the many locals now involved in national affairs. My local this year has sent two delegates for the first time.

If the amendment is adopted, our participation in the NEA annual convention would no longer be guaranteed, a situation that would be shared by many other locals the size of mine. We would have to cluster. And this whole example demonstrates opposition to the amendment.

We disagree with this amendment and others like it due to the widespread involvement. NEA is growing because of the local involvement, and because of this, it is particularly important to further such growth, not negate it.

The screening and convention planning should never take precedence over democratic planning and procedure. We in New Jersey urge the RA not to disenfranchise local involvement. Stand with us to guarantee adequate representation on the local level. (Applause)

President Ryor: We have had two speeches against, no speakers at the microphones to speak for the motion. Having no one, we will move on to the next amendment. Before we do, I have a couple of announcements.

I want to announce to the delegation chairpersons or their designees that the financial reports booklets can be picked up at the materials distribution tables. Also I have a question at Microphone 14. *John Matthe* (Wisconsin).

John Matthe (Wisconsin): *John Matthe*, Sheboygan, Wisconsin, speaking as an individual. I must apologize for the delay in the proceedings, but you recognize now how long it took me to get down here, and I was not at the top of our delegation.

I would respectfully suggest that those delegations that are seated in the rise—and are, admittedly, nearer to heaven—have very great difficulty in participating in the deliberations here on an active basis because we have no microphones near us.

I would ask respectfully that you make every effort to provide some microphones in the rises at convenient spaces so that we might also be active participants in this body. Thank you. (Applause)

President Ryor: *Mr. Matthe*, I understand the problem. We can see that four additional microphones are installed in the upper decks, but that is going to take three to four hours. But the process is under way. And we will try to have it cured at least before we get to the next session.

Mr. Matthe: Sir, we appreciate your help. Thank you very much.

President Ryor: One other announcement. The Higher Education Council election will be held from 12:30 to 2:30 today.

Now then, I'd like to move to Amendment 11, *Mr. Freitag*.

Mr. Freitag: Amendment 11 is presented for your discussion: To delete the five-year membership requirement for candidates for executive office, Executive Committee, and Board of Directors, and for members of the Review Board.

President Ryor: Microphone 6, *Judy Behnke*, Missouri, speaking for.

Judy Behnke (Missouri): *Judy Behnke*, speaking for the Missouri delegation in support of Amendment 11. I think we have a basic conflict of interest here. If you would check the Bylaws, one of the things stated there is that active members have the right to hold office. It doesn't say that they have the right to hold office after five years have gone by.

We feel that this is a real conflict of interest in that it makes those people who have paid their dues for one, two, three, four, or five years less than first-class citizens.

Secondly, I think this point should be made: What is magic about the number five? Are you a bad leader when you have been involved for four years but a good leader when you have been involved for six? I think that we are denying rights to those people who are concerned about what takes place in the National Education Association.

If this illustrious group can elect someone who has had less than five years' experience because they are qualified, I think we should have the opportunity to do that. We ask your support for Amendment 11.

President Ryor: I have no other speeches either for or against the amendment. Having no one at the microphones for Amendment 11, we will move to Amendment 12.

Mr. Freitag: Amendment 12 is presented for your discussion: To provide for election of the executive officers and the members of the Executive Committee at the same time and for the same terms.

President Ryor: Microphone 19, *Terry Gilbert* from the state of Idaho, speaking against.

Terry Gilbert (Idaho): *Terry Gilbert*, Idaho, speaking as an individual and speaking against Amendment 12. The supposed advantage of this proposal does not outweigh the advantages of the system as formed by our wise NEA forefathers and NEA foremothers.

Our current practice allows for a transition, a balance of power that serves all members of the UTP. It provides national restraint on the accumulation of power in the hands of a few. I believe the origin of this proposal, the old New York delegation, last year's delegation, further prods us to vote against Amendment 12. Thank you.

President Ryor: Ladies and gentlemen, once again the noise level is getting very high. Microphone 15, *Lonnie Shields*, Nevada, speaking against.

Lonnie Shields (Nevada): *Lonnie Shields*, Nevada, speaking as an individual. President John, I had a fantastic speech about our forefathers, et cetera, that I had prepared in opposition to this. I happened to look at the bottom and see who it was submitted by. I decided it was just another AFT ploy to make this great democratic group less democratic. And I speak in opposition to it. Thank you very much.

President Ryor: We have had two speakers against and we have no more. We will move to Amendment 13.

Mr. Freitag: Amendment 13 is submitted for your discussion: To delete the membership

categories of paraprofessional and educational secretary, to provide for two categories of active membership (active professional and active supportive).

President Ryor: Microphone 16, *Edna Stephenson* from Texas.

Edna Stephenson (Texas): *Edna Stephenson* from Texas. I am speaking on behalf of the Board of Directors of the National Education Association in opposition to Amendment 13.

I'd like to point out that if this amendment is adopted, it would cover a larger group of employees than Amendment 31, which will be recommended by the Board of Directors for your support.

Amendment 13 would cover any person employed by a school district who works directly or indirectly with active professional members. This would cover not only paraprofessionals but also cafeteria workers, school bus drivers, et cetera.

Another strong reason for my opposing this amendment is that there would be no dues differential.

President Ryor: Microphone 16, thank you. Microphone 8, *Peggy Dotson*, Alabama, speaking against.

Peggy Dotson (Alabama): *Peggy Dotson*, Alabama, speaking for the Alabama delegation. We are in opposition to this because we have a support personnel organization in our state which is an arm of our state association. We recognize the importance of these individuals to the educational process, but under the present NEA Constitution, our state is able to organize these personnel into a viable division of our state association.

They are very important to us as our political arms, and they are able to help us with our legislative program. I would urge the delegates to oppose the proposed amendment and allow the paraprofessional class of membership to remain in the NEA Constitution as is.

This change could hurt our efforts on behalf of 25,000 support personnel in Alabama. We urge you to oppose this amendment.

President Ryor: We have had two speeches against; we have no speakers for the amendment. We will move on to Amendment 14.

Mr. Freitag: Amendment 14 is presented for your discussion: To delete the limitation on the number of terms an elected NEA officer may serve.

President Ryor: Microphone 6, *Ruth Keeling*, Missouri, speaking for.

Ruth Keeling (Missouri): *Ruth Keeling*, Missouri, speaking for the Missouri delegation. We have voted to support Amendment 14 to delete the limitation of the number of terms an elected NEA officer may serve.

It is our feeling, just as the comment made on Amendment 11, that this is actually challenging the intelligence of this very educated delegation when we tell them that they do not know enough to determine whether a person is qualified to be re-elected to an office.

After serving as a delegate over a 10-year period, I find that the intelligence of our delegates has been very sustained when it comes to the election of officers, and I do consider it an insult to my intelligence to be told that I can no longer vote for someone because he has served a certain length of time. So I would urge your support for Amendment 14.

President Ryor: Microphone 16, *Donna McCabe* from the state of Texas, speaking against.

Donna McCabe (Texas): I, as a new member of the NEA, am very proud to be at this convention for the first time. I am against the deletion of the limitation because I think all people should get a chance to serve, and this would give us all a chance if we keep the limitation in.

President Ryor: Microphone 16, *Ruth Amend*, Texas, speaking against.

Ruth Amend (Texas): *Ruth Amend*, NEA director for Texas, speaking for the NEA Board of Directors. Notice the origin of this amendment. This perpetuation of officers is a common union practice. Amendment 14 is what we call the "forever" amendment.

There are many NEA members well qualified to become officers of the NEA. We should retain this mandate for change. Let's not get caught up in a political dynasty like unions do. On behalf of the NEA Board of Directors, I urge you to vote against Amendment 14. Thank you. (Applause)

President Ryor: Microphone 7, *Wilfred Anderson* from Michigan, parliamentary inquiry.

Wilfred Anderson (Michigan): A personal privilege question. Having just been ordered to retire the 7th of last month by my doctor, is it possible for a retiree to hold office in this organization?

President Ryor: I think the answer, *Mr. Anderson*, is that you cannot.

Mr. Anderson: If you look back on page 109, about membership, it doesn't say who can or who cannot.

President Ryor: Well, if you look at page 156 under "Rights and Limitations," Section 23—

Mr. Anderson: Page 156?

President Ryor: I am sorry. I am not certain we are talking about the same booklet. I am confident that we are not. If you will look under the section on Bylaws of the National Education Association in your booklet, and find Section 2 of the Bylaws entitled "Membership," and then go to Section 2-3, paragraph (b), which reads:

The right to vote and hold elective office or appointive position shall be limited to active members, except as otherwise provided.

Mr. Anderson: Okay. I don't understand "otherwise provided," so I will let it ride then.

President Ryor: Thank you. We are on Amendment 14. We have had two against and one for. Having no other speakers at the microphone speaking for, we will move to Amendment 15.

Mr. Freitag: Amendment 15 is presented for your discussion: To add a provision for a referendum of the entire membership as the highest level of governance with certain limitations; to make positions or policies so established not subject to reversal or modification for a period of two years; to add a referendum procedure.

President Ryor: Microphone 14, *Lauri Wynn* of Wisconsin, speaking for.

Lauri Wynn (Wisconsin): *Lauri Wynn*, speaking for the Wisconsin delegation. We did in caucus this morning have an opportunity to discuss this matter, and I would want to say forthrightly that it does not bother me at all to find that in my dealings with New York, there have been some instances when they have believed in full democracy for the rank-and-file member.

And I would want to commend our departed friend. He would want to say to you, too, that the expense of the matter—which someone has indicated to me was \$195,000 for the mailing at 13 cents a stamp—is not too much to pay for the involvement and a more knowledgeable constituency.

There is no question, when you talk about NEA, that they know about it when it is in trouble, but they do not understand and many times they do not know all of the things that go on here.

So I believe it is appropriate for us, as we attempt to build an organization that is strong and effective, to have written within our documents the opportunity for our members and for our governance bodies, when they believe that a matter is so important or so different from previously stated policy—and, yes, we would pay for it as we pay for all the other things that we want—to offer it to our members through the form of a referendum.

There are those who might say that this is strict and stringent. I believe that the opportunity for those to be involved in the democratic process should be written within the guidelines and guarantees, which would mean that you will have to do it. And I would urge your support from the Wisconsin delegation for this amendment.

President Ryor: Microphone 1, *Geneva Perry* from Virginia, speaking against.

Geneva Perry (Virginia): *Geneva Perry* from Virginia, speaking against and as an individual. I am quite concerned about this amendment and all other amendments that have been placed on the floor by this particular person, and I hope that we all are very concerned from whence it comes.

Maybe they are trying to lead us down the garden road of AFT. Let's be very wary about any of those amendments. Thank you.

President Ryor: Microphone 12, *Jerry Garland* from Colorado, speaking against.

Gerald Garland (Colorado): I speak against the amendment. The impracticability and expense and time and money and staff involved preclude any benefits that could be gained from this amendment. I believe we have today one of the greatest representative organizations and certainly one of the greatest representative bodies meeting right here at this very moment in the world.

I believe this would add a dimension of complexity and chaos. Instead of the intent that the makers have in mind of making this a more democratic organization, I am quite certain it would make NEA much less able to respond to the needs of its members. I urge your vote against this amendment.

President Ryor: We have no more speakers to the amendment. In that event we will move on to Amendment 16. *Mr. Freitag:*

Mr. Freitag: Amendment 16 is submitted for discussion. To delete the requirement that after the first director, additional directors from a state shall be elected by proportional representation by educational position.

President Ryor: Are there any comments or questions? Having no one at the microphones, I will tell you that Amendment 17 has been withdrawn. I should say also that Amendment 16 con-

cluded our discussion on the amendments to the Constitution with the exception of Amendment 5. We will come back to that when we get a decision on how to deal with it. We will move now to Amendment 18, an amendment to the Bylaws. *Mr. Freitag*.

Mr. Freitag: Amendment 18 is presented for your discussion: To add a provision for delegate allocations to NEA members in higher education denied active membership in local affiliates.

President Ryor: Microphone 11, *Judith Owens*, New Jersey, speaking for.

Judith Owens (New Jersey): Mr. Chairperson, I'd like to yield my time to *Howard Parish* of New Jersey.

Howard Parish (New Jersey): Thank you, Mr. President. *Howard Parish* of New Jersey, speaking on behalf of the delegation. We favor and we vigorously support Amendment 18.

The higher education segment of the NEA is in the early stages of an organizing effort. This effort has been supported by the last several Representative Assemblies. Starting back in Atlantic City, we passed a New Business Item that made higher education organizing a priority in the NEA. In subsequent sessions we adopted a task force resolution, and we received a report of that committee.

Many aspects of that task force have already been implemented. The successes as a result of that implementation over the last several years have been many. Not only in terms of organizing, but also in terms of winning collective bargaining rights, to the extent that we now have in the NEA 185 local affiliates that are bargaining. The AFT has 138 nationally and the AAUP, that "prestigious higher education organization," has only 44. We have more than the two combined. In addition, we have some joint locals.

This amendment, if passed, will allow us to continue this effort. In many places we have members but we do not have locals. It is not likely that these delegates—

President Ryor: Your time, *Howard*, is up.

Mr. Parish: May I just conclude by saying that this is the way that we can continue this effort and build support for higher education in the terms of organizing. Thank you.

President Ryor: Thank you. I have at Microphone 14 *Charlotte Legrand* of South Carolina for the purpose of amending Amendment 18.

Charlotte Legrand (South Carolina): *Charlotte Legrand*, speaking for the delegation of South Carolina. I move to amend Amendment 18 by deleting the words "on the ratio of 1 to 150 higher education members so denied," and substitute "on the same ratio of higher education members so denied as the ratio of delegates from local affiliates as stated in Article III, Section 2." And I would like to speak to this amendment. I have a second.

... Motion was seconded by *Ed Taylor* of South Carolina.

President Ryor: Thank you. Before we proceed, *Charlotte*, there is a question about the amendment's being in order. I want to go to *Bernie Freitag*, chairman of the Constitution, Bylaws, and Rules Committee.

Mr. Freitag: In order to offer an opinion on the amendment proposed, we would have to request of the maker of the motion the information concerning the intent. Is the intent of this motion to offer the major fraction option?

Ms. Legrand: No, it isn't. The intent is to make it consistent with results of Amendment 10, in the unlikely event that it should pass.

President Ryor: Well, I am still not certain, *Charlotte*. I want to restate—Amendment 10 does make provisions—

Ms. Legrand: Amendment 10 simply has the ratio, a much larger ratio, and if it were to pass, this would give these higher education people greater representation than the other teachers. And this is what is concerning me.

President Ryor: Well, *Charlotte*, the question is whether or not you intend it to be 1 to 150 and a major fraction thereof, because that is the language.

Ms. Legrand: That is not in this one—is that correct?

President Ryor: That is correct now, but he is asking what your intention is.

Ms. Legrand: No, it is to make it the same ratio. I don't know what the ratio is going to be—I guess 1 to 315. Then it could be changed to that which is the present wording of Amendment 10.

President Ryor: *Mr. Freitag*.

Mr. Freitag: The effect of the amendment is to require a higher number in order to get the representation, so that would be lessening the impact of the amendment and it would be in order.

President Ryor: All right, *Charlotte*.

Ms. Legrand: The purpose of my amendment is simply to see that the representation of

higher education members corresponds to the representation for other delegates. I do not want higher education members to have a higher ratio of representation than we do. I don't want them represented at 1 to 150 and us represented at 1 to 315.

I am fully in support of the higher education members being represented, but I don't want twice as many of them as us. (Applause)

President Ryor: I have at Microphone 8 *Larry Ryland* of Alabama, a point of information.

Larry Ryland (Alabama): Would you please define or give the intent of the original amendment? As stated in the sense of its ramifications, what effect will it have?

President Ryor: *Mr. Freitag.*

Mr. Freitag: That would permit higher education to be represented on the basis of 1 delegate to 150 members, with no major fraction.

Mr. Ryland: I would like to make an amendment, if I am in order at this time to do so.

President Ryor: You got the microphone on a point of information. You will have to get back in line. We have at Microphone 11 *Howard Parish*, New Jersey, speaking against the amendment.

Howard Parish (New Jersey): Mr. President, *Howard Parish*, New Jersey, speaking as an individual this time, speaking against the amendment to the amendment. I think it is erroneous for one to consider that higher education is going to get a different ratio. We are not talking about a ratio here; we are talking about individuals who are not eligible to belong to a local because there isn't a local.

When the local is formed, when the individual becomes eligible for that local, the same ratio that applies to everyone else will apply to higher education. We are asking for an opportunity simply to get locals organized in a number of states that do not have higher education locals.

We have individuals who cannot get elected as state delegates because they don't know anybody and they don't know people in the K-12 sector. All we want is the opportunity to build a local, at which point we will abide by the same ratio every other delegate abides by. I thank you.

President Ryor: Your time is up. We have no more speakers to the amendment to Amendment 18. I will read the amendment to you:

I move to amend Amendment 18 by deleting "on the ratio of 1 to 150 higher education members so denied" and to substitute "on the same ratio of higher education members so denied as the ratio of delegates from local affiliates as stated in Article III, Section 2."

All those in favor . . . opposed . . . the motion loses.

We are back to Amendment 18 as stated. Microphone 6, *Tony Rollins*, Missouri, speaking for.

Tony Rollins (Missouri): Thank you, Mr. President. I am *Tony Rollins*, speaking for the Missouri delegation, which voted to support this amendment. We in Missouri feel that in the state of organization that we are, it is extremely important that we have representation for the higher education segment in Missouri.

At the current time they are actually working against us since they urge membership in other organizations. The NEA has actively supported minority representation. They also are currently in the process of electing an administrator at large to the Board of Directors, and I feel that support of an amendment like this is very consistent with the high ideals that the NEA has had so far.

I hope that the delegates will join Missouri in supporting equal representation for administrators, for higher education contingencies until we progress to the point where we can form locals in those places. Thank you.

President Ryor: Microphone 3, *Howard Boyer* of California, on a point of information.

Howard Boyer (California): *Howard Boyer* of California. Is there anything at the present time that precludes higher education people from forming a local?

President Ryor: If I understand your question—is there anything that prevents higher education people from forming a local?

Mr. Boyer: At any level or any particular place.

President Ryor: The answer is No, not that I am aware of. We have had two for and only one against. We have no more speakers against the motion. Therefore, we will move on to Amendment 19. *Mr. Freitag.*

Mr. Freitag: Amendment 19 is presented for discussion: To delete the requirement that all-

inclusive affiliates shall determine by secret ballot the education positions eligible for membership.

President Ryor: Microphone 8, *Ruth Jones* from North Carolina, speaking against.

Ruth Jones (North Carolina): *Ruth Jones* from North Carolina, a member of the NEA-PAC Steering Committee. I speak in opposition to Amendment 19.

I feel that we should continue to have a secret ballot to determine whether or not we shall have any type of education membership positions in our membership. We have done this in North Carolina, and it has worked very well. We have administrators who are teacher advocates and who desire to remain members of the all-inclusive, and I don't think that we should deny them the privilege of being members of the all-inclusive. We think it should be done by secret ballot. Thank you very much. I hope you will oppose this amendment.

President Ryor: Microphone 14, *Louise Tilson* from the state of Tennessee, speaking for.

Louise Tilson (Tennessee): We submitted this because we feel that those associations that are all-inclusive should certainly be allowed to be all-inclusive without being required to take a vote each year.

It seems almost an affront to the administrators who are our friends and work with us for us to have to vote for all-inclusive. If there is a change from all-inclusive to classroom, we would agree that would call for a vote, but Tennessee urges you to support this because we feel that it represents the desire, certainly, of Tennessee.

President Ryor: Thank you. Microphone 5, *John Makowski* from Michigan, a point of information.

John Makowski (Michigan): I wonder, Mr. President, if it is possible, when an amendment is amended, to have it projected on the screen so we can understand them.

President Ryor: John, we will check the mechanical capacity of the machine as quickly as possible and report to you on whether that can be done.

Mr. Makowski: Thank you.

President Ryor: Microphone 8, *Jeanne Lucas*, North Carolina, speaking against.

Jeanne Lucas (North Carolina): Thank you. *President Ryor.* Members of the Representative Assembly, I am *Jeanne Lucas*, president of the North Carolina Association of Classroom Teachers, speaking as an individual in opposition to Amendment 19.

Secret ballots allow all people their given rights to their opinions, in addition to their privacy. To abolish this right for the suspected business of identifying people who do not vote as some would prefer is both subversive and intimidating.

I speak against this amendment because I feel all individuals should have the right to cast their votes as they please without the fear or threat of political repercussions. We are all working for the good of education, but all of us should have the right to dissent in private by right and to dissent in public by choice. I call for the defeat of Amendment 19. Thank you.

President Ryor: We have two speakers against, only one for. We have no other speakers at the microphones wishing to speak for this item. Therefore, ladies and gentlemen, I would like at this time to suspend discussion on the amendments to the Bylaws and move to the financial reports.

The financial reports booklet contains the report of the treasurer and the report of our independent auditors. The auditors' report and the treasurer's report will be presented by *John T. McGarigal*, the secretary-treasurer of the National Education Association. *Mr. McGarigal.* (Applause)

Secretary-Treasurer John T. McGarigal: Thank you, *President Ryor.* Fellow delegates, in accordance with Bylaws Section 11-11 and on behalf of the Board of Directors, it is my duty to present to this body the report of the independent auditors, Price, Waterhouse & Company of Washington, D.C., this being for the period September 1, 1974, through August 31, 1975.

The report of the audit that is encompassed in the booklet which you should have with you at this point was presented to the NEA Board of Directors at their regularly scheduled meeting in November of 1975. It was approved for transmittal to this Representative Assembly.

It should be noted at this time that this is for your information only and, accordingly, with our new governance documents, requires no action on the part of this Assembly.

This report can be found on pages 4 through 18 of the financial reports booklet containing the reports of the secretary-treasurer.

President Ryor: There is no action required on the auditors' report. It is for your information. We will move on to the treasurer's report then. *Mr. McGarigal.*

Secretary-Treasurer McGarigal: Thank you, John. *President Ryor,* fellow delegates: The

financial and accounting systems of an approximately \$50-million corporation are necessarily complex. This report is an attempt to give you the maximum amount of information in the clearest way I know so that you can be completely informed about your great organization.

This report is the culmination of all the interim reports, particularly the quarterly reporting system which I initiated when I became your treasurer. Your reaction to that new system and to the numerous personal reports that I have delivered to the various states is most encouraging.

As you read through the treasurer's report, I ask you to recognize that it is our financial capability that makes the action programs that are adopted here become a reality. It is my true feeling that the more you understand our financial status, the more precisely you will be able to represent your members. So please give it more than just a cursory glance; treat it as I do—as an essential tool for advocacy and action.

As secretary-treasurer of the National Education Association, I am most happy to present to you my second treasurer's report covering the period September 1, 1975, through May 31, 1976, and I ask that you turn your attention to the booklet containing the financial reports of our Association.

The financial report on page 19 lists the composition of the two funds maintained and authorized in Section 11 of the Bylaws. The first, entitled the "General Fund," comprises all the operating accounts of our Association, and the second, the "Capital Improvement Fund," comprises all of the properties and personal investments of the Association.

At this time, may I point out to you some of the highlights of these reports.

May I ask, if you have not already done so, to please turn to page 19, Exhibit A, entitled "The National Education Association of the United States, Statement of Assets, Liabilities, and Fund Balances as of May 31, 1976," and known as a balance sheet.

By combining the first two items listed, cash and short-term investments, which are certificates of deposit, you can see that as of May 31, 1976, we had a little over \$6 million in cash or the equivalent on hand in the General Fund. These funds are on deposit with the American Security and Trust Company in Washington, D.C.

Further down, under accounts receivable you can see that the membership dues for the period stated are a little over \$17 million. This is in comparison to last year's \$13 million at this same period of time. This increase in dues receivable of approximately \$4 million is created by two factors: one, the NYSUT organization has not transmitted to us all of the NEA dues collected to date by them and due to us; two, there is a normal increase in dues receivable due to the \$5 million increase in the current year's budget.

However, this statement still reflects the excellent efforts and cooperation of our state and local affiliates in timely dues transmittals, the results of which are a very good cash flow and the elimination of the need for any outside borrowing.

The two items that are labeled "Due from Governance and Nongovernance Affiliations and Other Organizations" and the one that is labeled "Due from Special Purpose Funds" reflect payments made on behalf of those organizations and funds by the NEA.

However, these payments are offset under the liability section by funds deposited by those organizations to offer such payments. In other words, we do the accounting for many affiliated organizations that either are housed or were formerly housed at the NEA Headquarters.

The next item, the investments—I should indicate to you that these are listed at cost. That is what the Association has actually paid in cash for them. These reflect the same investments as listed on last year's report. However, the market value of these investments, although below cost to us, has increased due to the upturn in the economy.

Our fixed assets under the Capital Improvement Fund to the right indicate the cost of the land and buildings of our Headquarters at 1201 16th Street, N.W., Washington, D.C., as well as that of the adjoining office building, 1507 M Street. That particular piece of property is in the process of being sold, and that transaction will be reflected in the year-end audited financial reports.

Let me say to you that all of the above highlights give testimony to the excellent and sound financial condition of the National Education Association for the fiscal period stated.

Next, I would ask that you turn to page 20, Exhibit B, entitled "Statement of General Fund Income and Expenditures" and very commonly referred to in accounting circles as the profit and loss statement. Allow me to point out some of the highlights to you.

Column I, which is entitled "Actual Nine Months Ended May 31, 1976," will show you that by comparing the total income to the total expenditures for the nine-month period ended May 31, our income exceeded our expenditures by over \$12 million.

Column 2 lists as accurately as we can estimate at this point in time the anticipated income and expenditures that we should experience during the remaining three months of the current fiscal year's budget.

Column 3 combines columns 1 and 2—that is, the actual and the estimated income and the actual and the estimated expenditures—and this results in an approximate excess of income over expenditures for the fiscal year 1975-76 of \$1,020,550. I would report to you that this is the second year in a row that we have achieved that type of a report. (Applause)

Finally, with regard to Exhibit B, column 4 reflects the budget as approved by last year's Representative Assembly in the amount of \$41,742,000 and as eventually adjusted during the year to \$43,945,000 by various actions of the governing bodies of our Association.

Next, I would ask you to turn to Exhibit C, page 21. This report is entitled "Statement of Sources and Uses of Cash" and is actually a cash flow statement that shows the actual moneys that came in during this period of time and the actual expenditures that we had for the same period.

This report shows the actual cash flow—that is, our actual income and expenditures on a pure cash basis for the nine-month period ending May 31, 1976. During this period of time our cash received from all sources was less than our actual expenditures, and this resulted at this point in a net decrease in cash for this period of \$1,872,888.

The net decrease for the nine-month period, together with the cash balance as of August 31, 1975, results in a cash balance as of the date of these reports, May 31, 1976, of \$180,793. Now, that same figure would also be shown in Exhibit A on page 19 as our actual cash asset in the General Fund.

Now, if you would please turn to pages 22 and 23, Exhibit D. This report provides for you a schedule of membership income and dues receivable. The figures shown represent the actual facts as they existed on May 31, 1976.

From then until now, many significant changes have occurred due to the Bylaw requirement that 66 $\frac{2}{3}$ percent of the Association dues receivable must be transmitted and received by June 1.

I trust you will agree with me that these figures are fairly self-explanatory and really need no further discussion. I think of interest to you, though, is the fact that we do have dues transmittal agreements with all state affiliates in accordance with the Bylaw requirements in Section 2-9. This section of the Bylaws also covers penalty assessments for overdue balances.

Fellow delegates, a close examination of the financial reports will hopefully indicate that the reports have been prepared so as to be very clear to our members and to give each of you an indication that our organization's financial house is in very good order. (Applause)

Ladies and gentlemen, you have the reports in your possession—page after page of charts and numbers. They may be difficult to read; they may have the appearance of being dull. But please remember, our financial capability is the major source of our political power, our bargaining strength, and our advocacy of improved educational quality.

It is our program. Our financial strength and the efforts of our over 1.8 million members combined are the reason we are such a moving force in this great country of ours. It is a pleasure to be a member of this profession and to be able to serve it at your behest.

Finally, I would like at this time to give special recognition to our very capable assistant executive director for administration, *Michael Dunn*, and his very competent staff, without whose help these reports and the work of the secretary-treasurer could not be accomplished.

President Ryor, I move that the financial reports of the secretary-treasurer as printed in the financial reports booklet be adopted by this great Assembly. And I have a second, *Willard McGuire*, the vice-president of the National Education Association.

... Motion was seconded by *Vice-President Willard McGuire*.

President Ryor: I have a point of information. *Jim Politis* of Maryland, Microphone 14.

Jim Politis (Maryland): *Jim Politis*, Maryland, as an individual. I would like to ask the secretary-treasurer a question regarding Exhibit D. It says that New York has processed a little more than \$5 million in dues, of which the NEA has received approximately \$1.6 million.

My first question is, Is that the old association or the new association in New York that is into us for a sum of \$3.3 million?

Secretary-Treasurer McGarigal: To answer your question, that is the old association.

Mr. Politis: Have we taken any steps, or do we have any legal standing to get this money?

Secretary-Treasurer McGarigal: Yes, we have. The preliminary work is under way. We have had some discussions, and negotiations are under way to take the necessary steps to collect the money that is due the NEA.

Mr. Politis: I have one other question I'd also like to ask you, Mr. Secretary-Treasurer. It is my understanding that the NEA takes a small loss on profit-making type services that they provide for the members. I assume that means things like travel, the NEA Mutual Fund, that sort of thing. Is that correct?

Secretary-Treasurer McGarigal: No, that is not true. They are self-sustaining.

Mr. Politis: Entirely self-sustaining?

Secretary-Treasurer McGarigal: Yes.

Mr. Politis: Thank you.

Secretary-Treasurer McGarigal: You are welcome.

President Ryor: I have at Microphone 6 for a point of information *Gunnar Brown*, Missouri.

Gunnar Brown (Missouri): I would like to know this from the secretary treasurer. This is dated May 31, and according to the Bylaws, by June 1—that is one day—all states must have in two-thirds of their dues. And I notice by that statement in Exhibit D, there are a few states that do not have exactly two-thirds in.

My question, Mr. Secretary-Treasurer, would be, Did all the states get in by June 1 the quota needed and what states did not?

Secretary-Treasurer McGarigal: I should explain to you that the Bylaw does require that two-thirds of the dues due must be received by NEA by June 1. Now, we use for that the postmark, and any that are either received or postmarked no later than June 1 are counted.

As of that time, all state affiliates, with one exception, NYSEA, had conformed to the Bylaw requirements of the two-thirds amount due.

Mr. Brown: So that these would have to be adjusted to that amount?

Secretary-Treasurer McGarigal: Yes, after the next financial report that shows the changes that took place, many of which were quite drastic, on the 1st of June.

Mr. Brown: Thank you.

President Ryor: Microphone 11, *Gerald Jurrens* from the state of New Jersey, on a point of information.

Gerald Jurrens (New Jersey): Mr. President, *Gerald Jurrens* of New Jersey. Looking at Exhibit D, I notice New York has an outstanding balance of over \$3 million, and I guess I can understand that. I also see California with an outstanding balance of over \$2 million. Combining those two totals, it gives us a figure of almost \$6 million, which appears to be about one-seventh of our entire annual budget.

You mentioned, *Mr. McGarigal*, something about a penalty in association with collections of these bad debts. I am wondering what the percentage of that is, and also what kind of legal steps are being taken to recoup these losses.

Secretary-Treasurer McGarigal: Well, you mentioned several things there. The penalty is 1 percent per month on the overdue balance only. Secondly, with regard to the figure listed for CTA, that was received in accordance with the requirements and would not show in this column in the next financial report. (Applause)

Mr. Jurrens: I have one other question.

Secretary-Treasurer McGarigal: The other was with regard to NYSEA. That money, of course, I mentioned, was not received, and proper steps are being taken to bring about a collection of that money.

Mr. Jurrens: I have one other question, sir. In our short-term investments in the General Fund, what is the current interest rate we are receiving on those general investments?

Secretary-Treasurer McGarigal: Approximately 6 $\frac{3}{4}$.

Mr. Jurrens: Thank you, sir.

Secretary-Treasurer McGarigal: That varies.

President Ryor: Microphone 1, *Ruth Pompey* of Florida, point of information.

Ruth Pompey (Florida): *Ruth Pompey*, Florida, speaking as an individual, I am concerned in the financial report about the deficit that the old FEA has to the new NEA as a member of the FTP and how that money is to be collected. It is \$112,097.

Secretary-Treasurer McGarigal: We are in litigation right now seeking to collect that. It is under way. Does that answer your question?

Ms. Pompey: I am happy to know it is under way. I just wish I knew a little something more.

President Ryor: The motion before this body is to adopt the treasurer's report. I will place that motion. All those in favor . . . opposed . . . the motion carries.

Secretary-Treasurer McGarigal: Thank you, ladies and gentlemen. (Applause)

President Ryor: Thank you, *Mr. McGarigal*. We are going to break for lunch. The first item right after the lunch break will be the election results. We will then proceed directly to the

Friend of Education Award, which is the highest honor that this organization bestows on anyone. The next item beyond that will be to return to the discussion of the amendments. And we have those cards in place; we will maintain the order as it is currently established on this table.

Now, I have a point of privilege, *Robert Oliveira* of Massachusetts, the president of the New Bedford Educators Association. Microphone 1. (Applause)

Robert Oliveira (Massachusetts): Thank you, *President Ryor*, honored guests, fellow members of the United Teaching Profession: On behalf of the officers and members of the New Bedford Educators Association, I would like to express our deep appreciation and gratitude to all of you who have aided us.

The support that we have received during the past months is positive proof that we are all members of a truly United Teaching Profession.

The \$110,000 that has been raised to date is very significant. Unfortunately, we have a long way to go. On September 8 of last year, the teachers of New Bedford did not report to their classrooms. They were forced into a strike situation by members of a school committee who were out to destroy our organization and destroy the rights, benefits, and protection of teachers in New Bedford. Not only did they refuse to consider proposals for improving the teaching profession in New Bedford, but they also attempted to remove 75 percent of the rights and protections that we enjoyed in our previous contract.

During the five-week strike, which was the longest strike in the history of Massachusetts, 27 of our teachers were jailed, and the association and members were fined in excess of \$1,500,000. When it became obvious that sending teachers to jail and heavy fines would not end the strike, we were able to return to the bargaining table and to negotiate a contract that I believe is fair and equitable and that was the result of honest compromise rather than the tactics of the school committee.

As a part of the contract settlement, our fines were reduced to \$276,000. This amount was due and payable on June 18. In order to raise the funds, the association, through the efforts of the NEA and MTA, arranged for loans, and we currently owe \$163,000.

We are again asking for your assistance. During the next few days, our House of Correction booth will be open in the north lobby of the convention center. We are asking that you stop by the booth and help bail us out of our financial situation. We ask that you purchase one of our medallions or key chains or make a contribution.

Ladies and gentlemen, we want to thank—the words “thank you” have been used many times by many people. Certainly during the past several months we have thanked a great many people. It is, indeed, both a personal and a professional pleasure for me to thank the NEA, to thank all the members of the United Teaching Profession, for the support we have received today.

President John, I have a medallion that I would like to present to you at your convenience, which is a small token of our gratitude to the NEA. Thank you. (Applause)

President Ryor: Thank you very much. Remember please that we are going to reconvene at 2:30, and the first item of business will be the announcement of the election results.

I have another announcement. The NEAT election will commence when you break for lunch. Also, regarding the question about amendments and whether they could, in fact, be projected onto the screen—if we have those written amendments 30 minutes prior to consideration, we can see that they are placed on the video machines.

Now, before adjournment, I have to read you the additional New Business Items:

Item 33, direct the NEA Review Board to delete a portion of its rules, Part II-C-1 on page 8.

Item 34, to tie collective bargaining to federal funding and services.

Item 35, to waive UTP dues in certain cases for senior faculty representatives at the local level.

Item 36, to direct the Board of Directors to modify UniServ guidelines.

Item 37, to support fired Weehawken teachers and leaders and condemn those responsible.

Item 38, to establish a body of specialists to deal with the cutting edge of education issues.

Item 39, to correct an injustice to *Jim Thorpe*.

Item 40, to improve organizational assistance to local associations.

Item 41, presidential endorsement of NEA-PAC recommendations.

Item 42, NEA to hold the RA in NEA majority controlled cities only.

Item 43, Internal Revenue Service rulings.

Item 44, to prevent misuse of business techniques in education.

Item 45, to direct Review Board procedures.

Item 46, to support effective reading instruction.

Item 47, to develop information and recommendations to promote better treatment for youth in confinement.

Item 48, provide NEA resources for higher education organizing.

Item 49, facilitate organizing of higher education personnel.

Item 50, to establish lines of communication in state-to-state negotiations.

Item 51, to communicate with teacher leaders over mutual problems.

This session is recessed until 2:30.

The Second Business Meeting recessed at 1:20 P.M.

THIRD BUSINESS MEETING

Monday Afternoon, June 28, 1976

THE THIRD BUSINESS MEETING convened at 2:45 P.M., President John Ryor presiding.

President John Ryor: Could I have your attention please. Will the delegates please be seated. The third business meeting of this Representative Assembly is now in session.

I told you before the lunch break that we would have the election results immediately after lunch. There is still some deliberation. I am going to proceed first with the Friend of Education Award. Now I am going to insist upon your attention, ladies and gentlemen, please. (Applause)

The NEA Board of Directors has again selected another outstanding American to receive the Friend of Education Award. I'd like to introduce at this time Dr. Horace Tate of Georgia, the chairperson of the Screening Committee, who will present the members of the Screening Committee. Dr. Tate.

Horace Tate (Georgia): President Ryor, members of the NEA Board of Directors, delegates, and friends of this 1976 convention: As chairman of the Friend of Education Award Committee, it is an honor and pleasure for me to perform this task.

I would like to begin by requesting the other members of the Friend of Education Award Committee to join me by standing to my right as their names are called. These persons are Geraldine Noell of West Virginia (applause); Gary Mitchell of Iowa (applause); and Robert Chaffee of Vermont (applause). Everett Ducker is not on the stage—thank you, Everett just came; he is another member. (Applause)

And now I would like to ask Daniel W. Wright, an NEA director from Georgia, the person who submitted the honoree's name with supporting documentation, to come forward. Mr. Wright. (Applause)

Annually the Friend of Education Award is bestowed upon a person who through leadership acts and support has proven to be a true friend of education, educators, or students. In addition the recipient must be one who reflects the philosophy and principles of the National Education Association.

On April 29, 1976, the Friend of Education Award Committee, after shifting through the profiles of numerous famous Americans, decided that the honoree who is present with us at this hour should be the recipient.

Some of the nominees were sports figures, some were authors, some were educators, and there were college men, attorneys, politicians, and doctors. There were males and females, there were blacks and whites, and there were even several persons of great affluency who were nominated.

After considering persons from many professions and from numerous distinguished areas of endeavor, when the selection was made, none stood taller than our honoree.

Our recipient is nationally known. He is internationally known. And he is so well known principally because he has made a productive contribution to the people of this nation. Our recipient is eloquent and dynamic. Our recipient has achieved success in the face of overwhelming adversity. Our recipient's accomplishments were not made through work done by others under his direction, but his accomplishments were made because he is a man of action, courage, and fortitude.

When the National Education Association needed additional support for the passage of education legislation by the United States Congress, our recipient was there. When NEA needed a man to enforce its positive policies on school integration, our recipient was there. When NEA asked for scholarship aid for pupils desiring a college education who were brilliant in mind but poor in financial resources, our recipient was there. When NEA needed a friend not specifically and directly related to education to support its point of view, our recipient was there.

When our honoree receives this award, he will join the ranks of Lyndon Baines Johnson, who received this award in 1972; Senator Abraham Ribicoff, who received it in 1973; Representative Carl Perkins, who received it in 1974; and college president Terry Sanford, who received the award last year. (Applause)

These recipients of this Friend of Education Award were and are outstanding and distinguished Americans.

I am proud at this time, President Ryor, to present another famous American who ranks among America's best. He is Roy Wilkins, executive director of the National Association for the Advancement of Colored People. (Rising loud applause)

President Ryor: A truly outstanding American, *Roy Wilkins* is executive director of the NAACP, which has probably achieved more than any other organization in the area of human rights.

Serving as a beacon light in spite of all adversity, often under attack from the right for being too progressive and from the militant left for being too slow, he has, nonetheless, kept his eye on the ball, principally because of his strength and integrity. In all of his acts, including his public speeches, he has tried to bring Americans to the realization that the integration of our educational system is of paramount importance, not only to help the dispossessed to overcome the shortcomings of an inferior education, but also to aid in strengthening our democratic way of life.

In addition, during the last two decades *Mr. Wilkins* has been a strong supporter of federal aid to education, recognizing that adequate financing is essential to the expansion of educational opportunity.

Through his life and his work, *Mr. Wilkins* has helped us all to realize that the freedom we cherish depends as much on strong educational institutions as on strong armies.

At this time I'd like to present the plaque. The inscription on the Friend of Education Award plaque reads as follows:

The Board of Directors of the National Education Association presents the 1976 Friend of Education Award to *Roy Wilkins*, whose extraordinary leadership acts and support have proven him to be a true friend of education and educators and students.

Along with this plaque and cufflinks go our heartfelt gratitude and congratulations for a job well done, *Mr. Wilkins*. (Loud applause)

Roy Wilkins: I should like to thank the president, *John Ryor*, and the members of the Board of Directors of the National Education Association for the presentation of this award, the Friend of Education Award for 1976, to me. I am grateful, indeed, for this honor.

I am appreciative also that the nomination came from *Daniel Wright*, NEA director from Georgia. (Applause)

I disclaim being a friend of education. But I have always believed that education is a vital tool, and we must use it. There is hardly any argument on that point, but when it appears, there is little to do except to reflect what might have happened had the boy or man, girl or woman, been able to read.

This is the simplest of the tests. And speaking of tests, both the National Education Association and the NAACP speak with one voice on the standardized tests. (Applause)

Perhaps as a voice test or as in a hog-calling competition, we may be pardoned for even calling it a test. But a test of knowledge, it is not. (Applause) Decidedly not. It reminds me of the black noncommissioned officer who wrote at a hearing in Germany that he was a black NCO who had started with a "substandard" education—and I put that in quotes. He said the white boys have their grade, couldn't choose careers much above the level at which colored boys were forced to start as a result of the Air Force's test that they had to take. As a result, the white NCOs avoided the scramble as the NCO spots were filled and the competition became harder. "I had to be damn near perfect in order to stay alive—it is killing us."

I will never forget that phrase. For his life and his hopes and ambitions were destroyed before they began.

We have a right to feel as we do. This man's hope of an Army career was hurt. But the futures of countless black boys have been ruined by a test, often a test that has nothing to do with the job or the promotion. 'Tis something by which he was placed in a slot, and try as he might, he is unable to move.

These tests as they are currently used are detrimental to youngsters. They have no place in education. (Applause)

They should be eliminated as used. Perhaps no mourning, or little mourning at least, will mark their passing. As we get more sophisticated in the ways in which children are used as pawns, we owe it to them, to their teachers, and to the race of man to strip every pretense, every shibboleth from the teaching and preparing of children for life. Thank you again. (Rising loud applause)

President Ryor: At this time, as I promised earlier, we will deal with the election results. I know they have been anxiously awaited. The election results will be presented by the chairperson of the Elections Committee, *Sally MacLeod*. *Ms. MacLeod*. (Applause)

Sally MacLeod: Mr. President, on behalf of the Elections Committee, I hereby submit the report of today's balloting.

A concern was raised about the category of Executive Committee; therefore, I will report the results of the voting on the other two categories now.

For secretary-treasurer, there will be a runoff of the election between *John McGarigal* and *Nancy Clark*. (Applause)

The vote was as follows: *John McGarigal*, 3,262 votes, 43.4 percent; *Nancy Clark*, 2,691 votes, 35.8 percent; *Pete Smith*, 1,563 votes, 20.8 percent.

I am now going to give you the results for the three-year terms on the Executive Committee. There will be a runoff election between *Marty Woodard*, *Ed Dickau*, and *Robert Lipscomb*. (Applause)

The vote was as follows: *Marty Woodard*, 2,867 votes, 38.2 percent; *Bill Cummings*, 2,308 votes, 30.7 percent; *Rocky Dattola*, 1,909 votes, 25.4 percent; *Ed Dickau*, 2,509 votes, 33.4 percent; *Billye Pope*, 495 votes, 6.6 percent; *Bob Lipscomb*, 3,198 votes, 42.6 percent.

For the three-year term of administrator at large on the Board of Directors, there will be a runoff election between *Jack Benson* and *Diane Newkirk*. (Applause)

The vote was as follows: *Jack Benson*, 2,298 votes, 33.6 percent; *Irvin Hunt*, 623 votes, 9.1 percent; *Diane Newkirk*, 2,729 votes, 39.9 percent; *Edward Taylor*, 1,197 votes, 17.4 percent.

For the two-year term of administrator at large on the Board of Directors, there will be a runoff election between *Joseph Duncan* and *James Sproul*. (Applause)

The vote was as follows: *Johnny Clark*, 2,016 votes, 29.5 percent; *Joseph Duncan*, 2,272 votes, 33.2 percent; *James Sproul*, 2,557 votes, 37.3 percent.

The Elections Committee has unanimously approved these results, and, Mr. President, I move the adoption of this report by the Elections Committee.

Motion was seconded by *Vice-President Willard McGuire*.

President Ryor: It has been moved and seconded to adopt the report of the Elections Committee.

Now then, the issue before us is the adoption of the report of the Elections Committee. Having no one at the microphones, I will place the vote. All those in favor . . . opposed . . . the motion is carried.

I would ask that *Bernie Freitag*, the chairperson of our Constitution, Bylaws, and Rules Committee, make an announcement regarding the lottery for placement of names on the next ballot.

Bernie Freitag (Pennsylvania): Thank you, Mr. President. According to the procedures adopted in the event of the runoff election, the lottery will be held one-half hour from now in Room 105, or as soon as the candidates or their designees in any particular category have arrived.

The lottery is conducted by the chairperson of the Elections Committee under the auspices of the Constitution, Bylaws, and Rules chairperson or his designee, and anyone who wishes to observe may do so—one-half hour from now. Thank you, Mr. President.

President Ryor: Thank you very much, Bernie. Willard.

Vice-President Willard H. McGuire: Fellow delegates, it is my pleasure to present officially *John Ryor*, NEA president, for his presidential address. *John Ryor*. (Rising applause)

President Ryor: Thank you very much. Please be seated.

(*President Ryor's* address may be found on page 7.)

Thank you very much. Before we get back to the business of this Assembly, I have an announcement for you. I am told the lights will be on for a few minutes in order to take an official picture of the Representative Assembly. So if they go on, you will know why they are on. Now you know why—there actually are people out there!

The Chair recognizes *Raymond Gran*, president of the Indiana State Teachers Association, to make a presentation. *Mr. Gran*: I am sorry, I don't want you to have a heart attack—I will recognize someone else in the meantime. I recognize at Microphone 1 *Carl Harner*, the president of the Florida Teaching Profession. Carl.

Carl Harner (Florida): *President Ryor*, yesterday many of you delegates enjoyed the students who were here to play for you from the Wildwood Mental School. There is one thing about the students and the director that many of you are not aware of, due to the fact that the director of the students' band is a very modest person who is very dedicated to his students.

When they first began the original program in the Wildwood Mental School, the director went to the school board and requested that they allocate funds for the students so they could purchase the equipment that they needed in order to have the band. The school board turned the request down.

When the band received the invitation to come to play for our convention in Tampa, the school board immediately became aware of the fact and requested to begin to contribute money to the program. But by that time, in order to have the program functioning, *Ron Moore*, the director of the band, had taken out a personal loan to provide the equipment for the students.

When the school board heard that the band was coming to play for you at the NEA convention, they again requested that they be allowed to contribute funds to the original program. The answer of the parents, the students, the teachers, and the principal to the school board was, "No, thank you; if you could not participate in the beginning, we don't want your money now." (Loud applause)

The loan which was taken out is being paid off through contributions and donations. This morning, in order to assist the band in paying off the loan which they have taken out, the Florida caucus began a fund to be contributed to the band to assist them in paying off their loan.

We would be honored to accept any contributions that any caucus would feel free to donate to us. Thank you. (Applause)

President Ryor: Thank you. I would like to recognize *Ray Gran*, president of the Indiana State Teachers Association.

Ray Gran (Indiana): We have two reasons for doing what we are about to do. First of all, to help demonstrate what many of you know is true.

A teacher in your state or in your local quite often has a good idea, carries through, and makes a very productive product out of it. We have such a teacher in Indiana, also—a local president named *Rex Freidline*, who as a hobby is a gourmet cook.

He had an idea about putting a cookbook together made up of recipes donated by teachers and selling them around the state and using the proceeds for PACE.

Then he had another idea—to bring these cookbooks here for you to see and hopefully to purchase, so that the proceeds would go to NEA-PAC and also PACE.

The cookbook is called *What's Cooking. Teach?* It has a number of old-time family recipes in it. We would like at this time to present a special copy to *John Ryor* and another special copy to *Terry Herndon*. (Applause)

President Ryor: I am told the book is being sold outside in the lobby today and tomorrow.

Now if we can please return to the order of business and start on Amendment 20. *Mr. Freitag*.

Bernard Freitag (Pennsylvania): Thank you, Mr. President. Amendment 20 is presented for your discussion: To delete the provision denying membership to a member of a negotiating team representing a school board or a board of trustees of a higher education institution.

President Ryor: Microphone 6, *Lona Lewis*, Missouri, for a point of information.

Lona Lewis (Missouri): *Lona Lewis* from Missouri, speaking as an individual. I'd like a point of clarification. I would like an explanation of how the current amendment now works. And it is really a two-part question.

For example, in the state of Missouri we have locals that have worked very hard to elect teachers to school boards and in some cases those teachers could eventually become members of the other negotiating team. As the amendment now stands, would those people be eliminated from NEA membership? If they would not be eliminated, could you please give us an example when the amendment would apply?

President Ryor: *Mr. Freitag*.

Mr. Freitag: Mr. President, it is the understanding of the Committee that if you are elected to a school board other than the school board of the district in which you teach, the same being true in higher education of a governing board, you would eliminate yourself from participation in the adversary relationship between the negotiating team of the board and the negotiating team of the educators.

However, it would not be a violation of our principles that, as a member of the board, you vote on the total package when presented by that team to the board.

President Ryor: I have at Microphone 3 *Mike Crill* from California, a point of information.

Mike Crill (California): Mr. President, I can pass because I am a teacher who is a school board member, and I had the same question.

President Ryor: Okay, very good.

Mr. Crill: Thank you.

President Ryor: Microphone 6, *Peter Hackett*, state of Pennsylvania, speaking against.

Peter Hackett (Pennsylvania): Thank you, *President Ryor*. *Pete Hackett*, NEA Board. I speak in opposition to this amendment because I feel that the NEA has moved beyond the stage when we didn't know who should belong and who shouldn't belong.

When educators place themselves in positions where they will be negotiating against local education associations or college faculties, they place themselves in the conflict of interest. They place themselves in opposition to the NEA goals and objectives that speak to economic and professional security for all educators. And they place themselves in a confused, but nonetheless hypocritical, role.

We should not in our governance documents encourage hypocrisy. Our present documents provide for all-inclusive membership, and I would hope that our membership would always be all-inclusive. But those who choose to negotiate against local associations and college faculties don't belong, shouldn't want to belong, and shouldn't be allowed to belong. I urge the delegates of this Assembly to vote against this amendment.

President Ryor: Microphone 3, *Bob McNeill*, state of Wyoming.

Bob McNeill (Wyoming): Mr. President, *Bob McNeill*, speaking as an individual, from Wyoming. Wyoming has elected teachers to school boards, and we have elected teachers to college boards, and we have elected college teachers to public school boards. We feel this presents a friend on the other side of the table, and this creates an unnecessary conflict for that individual when he cannot be a member of his professional organization while attempting to help it. I would urge support of this amendment. Thank you.

President Ryor: Microphone 14, *Marilyn Bonomi*, Connecticut.

Marilyn Bonomi (Connecticut): I am speaking as an individual and as one who was, to a certain extent, involved in a complaint against a member of the Connecticut Education Association who was negotiating against her fellow teachers in the town in which she served on the board of education. That teachers should be on boards of education is excellent. That teachers should use their position as teachers to, in effect, obtain privileged information to use against those teachers in the process of education is to me appalling.

And while some teacher board of education members are all for their fellow teachers, unfortunately too many of them are for teachers everywhere but in the towns in which they live. I am afraid that the conflict of interest, being privy to information on both sides in a very unfair way, is a situation that creates the need to defeat this amendment. We must not allow our members to work against our members. Thank you.

President Ryor: I have at Microphone 6 *Lona Lewis* of Missouri for a point of information.

Lona Lewis (Missouri): I pass. The further comment clarified the question that I had. Thank you.

President Ryor: Very good. Now I have had two speeches against and one for. I have no other speakers wishing to speak for the amendment. And in that case we will move on to Amendment 21. *Mr. Freitag*.

Mr. Freitag: Amendment 21 is presented for your discussion: To delete the requirements that all-inclusive affiliates elect delegates to the NEA Representative Assembly and members of their governing bodies on the basis of proportional representation by education position.

President Ryor: Microphone 1, *Beth Nelson* from the state of Virginia, speaking for.

Beth Nelson (Virginia): Thank you, Mr. President. *Beth Nelson*, Virginia, speaking for the delegation. Our membership has submitted Amendments 22 and 23 which are related. We have submitted these amendments in order that this democratic organization would grant to affiliates the right and/or opportunity to elect whomever they will to represent them on their own governing bodies.

As a classroom teacher in an all-inclusive organization, I am very proud of the loyalty of teachers who have stood with teachers through the unification battle, who in spite of the action by some of their peers have remained with the local at the local, state, and national level.

Virginia has approximately 1,500 administrators among its 46,000 members. There are few administrators elected, of course, but because of the current language of the NEA Constitution relative to state governing bodies, we must tell each district that they cannot elect to their board of directors an administrator to represent them because of the racial stipulation. We would have to elect 30 classroom teachers if our present board were out of balance by just one extra administrator—not only would the size of the board be a problem but also the cost of board meetings would be prohibitive.

Passage of these amendments would demonstrate a belief in democratic principles. Please support these amendments so we are free to elect any United Teaching Profession member to represent us on our local and state governing bodies. (Applause)

President Ryor: Microphone 11, *Alan Davenport* from New Jersey, speaking against.

Alan Davenport (New Jersey): Thank you, Mr. Ryor. *Alan Davenport*, state director from New Jersey, stating the position of the NEA Board.

The question of the role of administrators in the Association has reached a compromise position in our current Constitution. No longer is our organization administrator-dominated. But there is a place on the team for administrators who themselves are teacher advocates.

We believe that the present procedures, under which administrators hold official positions in the national, state, and local associations in proportion to their membership in the associations, are the proper procedures, and we urge defeat of proposed Amendment 21 and the related Amendments 22 and 23. Thank you.

President Ryor: Microphone 1, *Leather Thompson*, Illinois, speaking for it.

Leather Thompson (Illinois): *Leather Thompson* from the state of Illinois, speaking as an individual. I support this motion because I feel that there are many people around the country who are in the teaching profession who are professionals, who deal with youngsters every day, even though they may not be in the classroom.

They should have the opportunity to work in the organization just like anyone else. They are also paying the same dues. They should be able to do these kinds of things. And I am speaking for that. Thank you.

President Ryor: Microphone 4, *Ron Schutt*, Massachusetts.

Ron Schutt (Massachusetts): *Ron Schutt*, Massachusetts, and I am a member of the NEA Board of Directors. I just briefly point out that it seems only fair that in any all-inclusive affiliate, the representation should be in proportion to the education position within that affiliate.

The issue here is not whether the affiliate should or should not allow administrators as members. That is an option that is addressed elsewhere in the document. Rather, the issue is this: For any affiliate that chooses to admit administrators, there should be allowed appropriate representation in proportion to their numbers.

It seems fair that if they are going to be in the affiliate, they ought to be allowed to be represented on the governing bodies of that affiliate. It is consistent with other guarantees in our governance documents.

We have heard a lot of conversation relative to that this morning. I would urge you to leave things as they are. This can be accomplished by voting No on this amendment. Thank you.

President Ryor: Fellow delegates, we have had two speeches for and two against. So we will move on to Amendment 22. *Mr. Freitag:*

Mr. Freitag: Amendment 22 is presented for your discussion: To delete the requirement that an all-inclusive local affiliate shall provide proportionate representation by education position on its governing bodies.

President Ryor: I have at Microphone 1 *Beth Nelson* of Virginia, speaking for the amendment.

Beth Nelson (Virginia): Thank you, *President Ryor*. *Beth Nelson*, Virginia, speaking for the delegation. My points were made in my initial presentation.

I tried to illuminate the problem in Virginia—that being that on our board of directors, should we have one extra administrator elected by a group of teachers who have found this administrator one of their most valuable and helpful UTP members, maybe a long-time teacher recently made administrator, he is ineligible to run for the board of directors.

So, in our Constitution, we have had to tell our districts that they may not under any circumstances elect anybody but a classroom teacher. This goes against the grain of teachers who have worked together with administrators hand in hand and would defy school boards who would take them away from their education association and urge them to leave their education association.

We continue to value their work with us, and we do not appreciate being told by anybody that we cannot have them elected at the local level to serve on the board of directors. We would have to have 30 classroom teachers if we had one too many administrators on our board. (Applause)

President Ryor: Microphone 11, *Alan Davenport* from New Jersey, speaking against.

Alan Davenport (New Jersey): Thank you, *Mr. Ryor*. As before, as on the previous amendment, the logic has been presented, our position is clear, the battle is over, and we have reached the position. Let's defeat the change at this point.

President Ryor: Microphone 1, *Mr. Thompson*, state of Illinois, speaking for.

Leather Thompson (Illinois): I pass.

President Ryor: Microphone 4, *Ron Schutt*, state of Massachusetts, speaking against. I have no other speakers. I am sorry. Microphone 1. Would you please state your name and state?

Denis Deane (Virginia): *Denis Deane* from the state of Virginia, and an administrator. There is one thing that we are not looking at in this whole presentation when we keep talking about administrative guarantees and proportionate representation.

This is the only item in our whole entire document that puts a maximum limit on any minority. We don't say in our black minority that you can only have a certain number of blacks; we say you have to have a minimum. We don't say anything about any other minorities except administrators, and the administrators are the only ones that we put a maximum on.

In our situation in the state of Virginia, the administrator who wants to serve on his own state board is forced to go from a local level to a state office, either the vice-presidency or the presidency.

We urge you to give us the local option and the state option to let those of us administrators who are pro teacher and have proved our track record to serve in office. We are full dues-paying members; we feel that we have the right to serve as full dues-paying members.

President Ryor: Time is up. Thank you. (Applause)

I have no more speakers to the issue. Therefore, we will move on to Amendment 23. *Mr. Freitag*

Mr. Freitag: Amendment 23 is presented for your discussion: To delete the requirement that an all-inclusive state affiliate shall provide proportionate representation by education position on its governing bodies.

President Ryor: Microphone 1, *Beth Nelson*, state of Virginia, speaking for.

Beth Nelson (Virginia): Beth Nelson, Virginia. President Ryor, I did ask to speak to all three of these because it is very important to us. I don't think states that do not include their administrators understand that there are some administrators—we encourage women to take administrative positions. They remain teachers. They stand side by side with them fighting for the things teachers want, for materials, for supplies. They go to the school board with them.

And for us to have to tell them that they cannot serve in a leadership position at the local level is grating to the teacher in Virginia.

There are some locals that do not have administrators in their association. There would be no problem for them. It is a problem for those who depend upon and work with the kind of leadership that they have themselves selected. And it is unreasonable, in our opinion, to put any educator out that wants to be in the United Teaching Profession.

President Ryor: Your time is up. I have at Microphone 1 *Mr. Thompson*, state of Illinois, speaking for.

Leather Thompson (Illinois): I pass.

President Ryor: Thank you. I have at Microphone 11 *Mr. Davenport*, speaking against.

Alan Davenport (New Jersey): Thank you, *Mr. Ryor*. Like *Beth Nelson*, I feel that the arguments are the same for these three interrelated amendments. I have presented them. I do wish to say that I am from an all-inclusive state, also. We have elected our administrator member to our executive committee, and the process seems to work as it now is. I urge defeat of this amendment.

President Ryor: That concludes the speakers to Amendment 23. We will move now to Amendment 24. *Mr. Freitag*

Mr. Freitag: Amendment 24 is presented for your discussion: To delete the requirement that a delegate elected to represent an affiliate must be a member of that affiliate.

President Ryor: Microphone 1, *Catherine Smith*, New Mexico, speaking for.

Catherine Smith (New Mexico): *Mr. President, Catherine Smith, New Mexico,* speaking as an individual. In the New Mexico delegation, almost one-third of the seats are vacant. Yet back home are United Teaching Profession members who wanted to be delegates but could not because of the provision in Bylaw 3 limiting representation to members of that affiliate. At the Los Angeles convention, every NEA member in New Mexico who wanted to be a delegate was a delegate as a result of elections by those local associations that did not choose to send one of their own members.

As teachers, we have no control over the structuring of school districts that do, in fact, control the particular area from which we draw specific membership. Many local association members work very closely with other associations, knowing their particular problems, and certainly can better represent another association. I urge you to support Amendment 24. Thank you, *Mr. Ryor*.

President Ryor: Your time is up. Microphone 7, *Joe Gates*, Delaware, speaking against.

Joe Gates (Delaware): *Joe Gates, Delaware,* speaking as an individual. I served as a delegate under the old Constitution with credentials from a nearby local that couldn't afford to send someone. So I went and paid my own way. In a very real sense, I bought a vote.

In this event, persons would be elected by a group which they were not truly representative of and which they could not truly represent. I represented myself well. I attended every session. I

was in my seat every minute that this body was meeting. But I don't think I really represented the people to whom that seat belonged.

Let's not revive political hankypanky. Let's not reward the people who can afford to go. Let's put this Association on a sound and sensible basis with delegates who represent them. I regret my participation in that particular RA. Thank you. Vote this amendment down please.

President Ryor: I am going to remind the delegates once again—we have had several phone calls—the noise level is extremely high. Thank you very much. Microphone 1, *Ed Reis*, Illinois, speaking for.

Ed Reis (Illinois): *Edward Reis*, Illinois. I am speaking as an individual in support of this amendment.

Illinois had considerable difficulty in meeting the minority requirement. If locals and regions that do not send all the delegates to which they are entitled are allowed to interchange delegates with others, which passage of Amendment 24 will allow, the minority requirement laws will be easier to implement, and the NEA will be more effective in fulfilling the intent of the laws established by this body of teachers. I urge passage of the Amendment 24.

President Ryor: Microphone 11, *Liz Smith*, Arkansas, speaking against.

Liz Smith (Arkansas): I am *Liz Smith* from the Arkansas Education Association, speaking as an individual, against Amendment 24. I would like to point out to my fellow delegates that with the passage of Amendment 24, there is no provision made to prevent a member of one local association from going into another local association and competing in an election for that seat.

Perhaps I could make myself clearer by saying that had this amendment been in effect early this spring, someone from a neighboring local could have come to my local and challenged me for my seat in this delegation. I do not think that that is a fair procedure.

I also believe that those delegates representing the small school districts should be concerned about this amendment. We all know that the fact is that many small local associations cannot afford to pay the expenses of delegates to the convention and, therefore, I feel that eventually it might be that some school districts would be losing seats in the delegation to those who are more financially able.

President Ryor: Your time is up.

Ms. Smith: Thank you.

President Ryor: We have had two speeches for and two against. We will move on to Amendment 25. *Mr. Freitag*

Mr. Freitag: Amendment 25 is presented for your discussion: To delete the requirement that affiliates have the same membership year as that of the NEA.

President Ryor: Microphone 9, *Perham Amsden*, state of Maine, speaking for.

Perham Amsden (Maine): I am sorry, that should have been speaking against.

President Ryor: All right, speak against.

Mr. Amsden: I am *Perham Amsden*, president of the Maine Teachers Association speaking for the delegation and speaking against Amendment 25.

We speak often and proudly about being a part of the United Teaching Profession. I, as I am sure most of these delegates to this great Assembly do, interpret that the United Teaching Profession means local, state, and national organizations working together, cooperatively, to solve problems.

It seems only normal, orderly, and responsible that all three levels of this great organization be cooperating together to establish the same membership year.

I urge, as does our state delegation urge, that you vote against the adoption of Amendment 25, and let's keep the United Teaching Profession strong together, working together for the same membership year. Thank you.

President Ryor: Microphone 13, *Bruce Schwartz*, North Dakota, speaking for.

Bruce Schwartz (North Dakota): *President Ryor*, *Bruce Schwartz* from North Dakota. Please cancel; I pass.

President Ryor: All right. Microphone 13, *Larry Brown*, Kansas, speaking for.

Larry Brown (Kansas): *Larry Brown* of Kansas. This morning in caucus the Kansas delegation voted to support Amendment 25. We feel the dues transmittal schedule adequately protects the needs of the state and national organization to ensure the orderly flow of dues.

Local circumstances may provide compelling reasons for a local to need a membership year different from that of the state or national. We may have a situation in which the boards of education will allow us to collect dues deduction membership cards at times that would not start or be in conformity with the NEA year. I urge support for Amendment 25.

President Ryor: Microphone 1, *George Southwick*, state of Massachusetts, speaking against. *George Southwick* (Massachusetts): Thank you, *President Ryor*. As the motion is worded, I am not sure whether it should be in opposition. The position of Massachusetts, voted in caucus this morning, is that the requirement of affiliates to have the same membership year as that of the NEA is a situation that presents a difficulty for us financially.

And the simple answer for us is money. And the money factor here is on as much as a 14-month year based on a 1-month budget. We have to use dues-paying members' money. I think this is a misuse of dues-paying money.

We would like to see autonomy, to see the fiscal year determined by us as a state affiliate. I thank you very much.

President Ryor: We have had two for and two against on Amendment 25. We will move to Amendment 26.

I'd like to call to your attention some of the facts around the debate on Amendment 26. So far we have 48 requests to speak to Amendment 26. We have 6 for and 40 against and 2 appeals to extend the debate. Now I am going to suggest to you, if there is no objection, that we extend it to include the six for and six against and just waive the rules for this particular issue.

Is there any objection to that? There is an objection. In that event, the motion to extend debate takes preference. At Microphone 3, *Gus Pacheco* of California, for the purpose of moving to extend debate.

Gus Pacheco (California): *Gus Pacheco*, California. I move to extend debate on Amendment 26. And I have a seconder here by the name of *Steve Edwards*, president of California Teachers Association.

President Ryor: Gus, was the purpose an indefinite extension of the debate or a limit of six for and six against? What specifically is your motion here?

Mr. Pacheco: The motion was to extend debate, okay? But you have already extended it.

President Ryor: No, let me explain. I said I would extend it to six for and six against if there was no objection. There were several who raised objections. Now your motion is in order to extend.

Mr. Pacheco: I move to extend beyond six for and six against.

Motion was seconded by *Steve Edwards* of California.

President Ryor: All right. The motion by *Gus Pacheco* and seconded by *Steve Edwards* is to extend debate indefinitely. I will place the motion. The motion is not debatable. It requires a two-thirds majority vote.

Mr. Pacheco: Six for and six against.

President Ryor: All right. The intention of *Mr. Pacheco's* motion is to hear six speeches for and six against. Please, could we have your attention. The motion is to extend debate to six for and six against on Amendment 26 only. I will place the motion. It takes two-thirds. All those in favor . . . opposed . . . the motion fails.

A division has been called for. If you will please turn the lights on, it would help. All right, all in favor please stand . . . opposed please stand . . . the motion fails.

We have a point of information, Microphone 6, *John Sincaglia*, New Jersey.

John Sincaglia (New Jersey): *John Sincaglia*, New Jersey. I have a question for the NEA counsel, Mr. President. If you could make him available.

President Ryor: Post your question. He is always available, he tells me.

Mr. Sincaglia: Thank you. *Mr. Chanin*, at the open hearings on Rules, you stated, as you did this morning, that it is our opinion that we are not covered by Landrum-Griffin.

I would ask you to take it in this vein, however. Let us assume that it is determined that we are covered by Landrum-Griffin—now, under that circumstance, you told us at the open hearings that our concept of minority guarantees to correct past discriminations was in order and would not violate Landrum-Griffin.

But in response to the gentleman from Arizona who indicated that their situation would cause a reverse discrimination, you indicated that it might be open to challenge. And I think that it would be very helpful to the entire Representative Assembly if you would explain that further.

And this, again, is under the assumption that we might be covered by Landrum-Griffin at some future date.

Robert Chanin: I think you have overstated my position at the open hearing, so let me clarify it for the Assembly.

The basic question that you asked, I take it, concerns the legal validity of an ethnic minority guarantee with a specific focus on the Landrum-Griffin Act.

It would be disingenuous of me to say there would be no legal question. Those of you who would follow developments in the law would know that the question of ethnic minority quotas is in litigation in many parts of this country. It is not only a question under the Landrum-Griffin Act; it is also a question under the Civil Rights Act and in some contexts under the equal protection clause of the Fourteenth Amendment.

The position of the NEA is that the types of ethnic minority quotas or guarantee that we include in our governing document are valid. They are designed to cure the effects of past discrimination, and that has generally been an acceptable basis for allowing them under the various statutes.

There is a question. We are prepared to litigate that question if we are challenged, and I think we are on the better side of the issue.

Mr. Sincaglia: Thank you.

President Ryor: Thank you, *Mr. Chanin*. I'd like to again remind the delegates that many people in the Assembly cannot hear—specifically those on the wings of the Assembly. If it is necessary to caucus—and I know that is necessary—please move the conversations off the floor and allow us to proceed with our business in a way that would make it possible for all the delegates to hear the business at hand. (Applause)

Microphone 11, *Pat Brown* from the state of Indiana, speaking against Amendment 26.

Pat Brown (Indiana): *Pat Brown*, speaking for the Ethnic Minority Caucuses. *President Ryor*, we would urge this Assembly to defeat Amendment 26.

As you are aware, the current hiring practices of many education agencies already reflect inequities, and to support this amendment would continue reflection of the same. Further, passage of this amendment would severely abuse all efforts made thus far by this body to reach this glorious day when all states are in true compliance with Bylaw 3-1 (g), minority representation.

We are educators who will shape the minds of minority persons as well as majority persons. Let us not regress; let us continue to move forward by defeating Amendment 26. Thank you.

President Ryor: Microphone 7, *James Barlow*, Arizona, for a point of order.

James Barlow (Arizona): *Jim Barlow* of Arizona. Mr. Chairman, is it appropriate behavior for campaign literature to be distributed on the floor?

President Ryor: It is not.

Mr. Barlow: Such literature is being distributed, sir.

President Ryor: I'd like this to be brought to *Mr. Freitag*, the chairperson of the Constitution, Bylaws, and Rules Committee, and I remind the delegates and those advocates of candidates and issues that you cannot distribute election literature on the floor of the Representative Assembly.

Microphone 11, *Kenneth Werring*, New Jersey, speaking for the amendment.

Kenneth Werring (New Jersey): *Kenneth Werring*, speaking as an individual. Mr. Chairman and delegates, I would ask you to support Amendment 26.

Please do not lose sight of the basic issue. Amendment 26 seeks a more equitable distribution of minority guarantees in our Association. Presently, the guarantee is granted on the basis of a state's population, which could conceivably be 33 percent of minority persons or 33 minority persons for every 100 people. However, within that same state the minority membership in the Association might only be 10 percent or 10 out of every 100 people. Currently, that state would be required to send some 23 more minority delegates—a higher percentage than that represented by its minority members—thus reducing the true majority representation.

Amendment 26 simply asks that the requirement be made based upon the actual minority membership in the Association, and thus far more equitably spread. It certainly does not eliminate the election of more minority persons. It would only guarantee true majority vote. And I ask you to support Amendment 26.

President Ryor: Your time is up, sir. Microphone 8, *Ruth Jones* of the state of North Carolina, speaking against.

Ruth Jones (North Carolina): Thank you, Mr. President. *Ruth Jones*, from the home of the National Teacher of the Year, North Carolina. I would like to ask your opposition to Amendment 26.

Surely in this Bicentennial year, when we are talking about America for all Americans, when we are realizing that America is a great nation because of the involvement of all of its people, I would ask that you would oppose this amendment and think about the gains that we have made over the last 10 years through merged associations and through involvement of minorities.

We are not begging for anything, we only ask that you deal equitably with minority representation. We ask your opposition to Amendment 26. Thank you.

President Ryor: Microphone 10, *Edith Wingate*, Arizona, speaking for.

Edith Wingate (Arizona): *President Ryor* and fellow delegates, I am *Edith Wingate* from Arizona, and I speak on behalf of the Arizona delegation as well as the contact person listed in the document before you.

My concern is a very basic issue, a very fundamental issue, and that is an issue involved in the selection of the members of this organization who are sitting, in fact, right here. It is my view that we should represent and reflect the members of our organization.

Our members, indeed, have a reason for being here. We are not here to reflect the butcher, the baker, or any other member of our population. We are here to reflect the NEA—that is us. (Applause)

Bylaw 3 is the only part of our governing documents that requires the use of population rather than membership in determining our representation. The addition of this amendment would make our governing documents consistent and, indeed, equitable.

I'd like to give you an example in Arizona of a particular problem related to this issue. The population of Arizona is comprised of approximately 8 percent minority teachers; 24 percent of our population in the state in general is made up of minorities—primarily because of the large number of Indian reservations. This does put the state in a particular bind when it comes to determining our delegates to this body.

I am sure other states are in the same situation. The Arizona Representative Assembly went on record as supporting this particular Amendment 26. I'd like to remind you that the Western Caucus voting the day before yesterday also supported this amendment. And I'd like to urge all of you to vote for Amendment 26. That would be a need of time equity, and I thank you for listening.

President Ryor: Your time is up. Thank you very much. Time is up; we have had two speeches for and two against. Before moving on to Amendment 27, I'd like to make a couple of announcements.

Again, we have had calls that people are smoking in the auditorium. I remind you that we have a specific rule, Rule 12, against it. If you need to smoke, please go outside the auditorium.

Secondly, we set up a special committee this year to supervise higher education elections, separate from the elections of this Representative Assembly. I have asked *Dave Eberly*, who is the chairperson of the Higher Education Elections Supervising Committee and a member of the NEA Board of Directors from Maryland, to make the report on the higher education elections. *David Eberly:*

David Eberly (Maryland): Thank you, Mr. President. I'd like to report to this Representative Assembly and certify the results of the Higher Education Council election which was held this morning and early afternoon.

Elected as chairperson of the Higher Education Council is *James Davenport*. (Applause)

Elected as vice-chairperson of the Higher Education Council is *Everett Abram*.

Elected to Regional Position 7 is *Robert Hildebrand*.

Elected to Regional Position 10 is *Mildred M. Bride*.

I would like to announce also that there will be a special runoff election tomorrow from 12:30 to 2:30, the same time as today, among higher education delegates from Region 6 to elect Regional Position 6 to the Council. The runoff election will be between *Elise Yancey* and *Donald Marcia*.

As a reminder, these are the states from that region: North Carolina, Georgia, Tennessee, South Carolina, Florida, Kentucky, Alabama, Louisiana, Arkansas, and Mississippi.

These are the results I certify, Mr. President. Thank you.

President Ryor: Thank you very much, Dave. Now I'd like to move on to the next item of business, Amendment 27. *Mr. Freitag:*

Mr. Freitag: Amendment 27 is presented for your discussion at this time: To delete the requirement of joint responsibility of the state and its affiliates in achieving the required ethnic minority representation in the delegation to the Representative Assembly and to provide that the Representative Assembly may refuse to seat only delegates with state credentials.

President Ryor: Microphone 14, *Lauri Wynn*, Wisconsin, speaking against.

Lauri Wynn (Wisconsin): *Lauri Wynn:* I am from Wisconsin. Mr. President, I would like very much to go on record in opposition to the deletion. And I think enough has been said. I believe that we are beating a dead dog. Of course, the darkness of the ballot box will allow us to know that is true. We would urge your support for the defeat of Amendment 27.

President Ryor: I have 11 people prepared to speak against, no one speaking for. If there is no objection, we will just move on to Amendment 28. There is no objection, so we will move to Amendment 28. *Mr. Freitag:*

Mr. Freitag: Amendment 28 is presented for your discussion: To add a provision that local affiliates shall be responsible for complying with state standards established to meet the ethnic minority requirement for delegates to the NEA Representative Assembly; and to provide that the Representative Assembly may refuse to seat a local or state affiliate that fails to comply with Bylaw 3-1 (g).

President Ryor: Microphone 11, *Maggie Fischer* from New Jersey, speaking for.

Maggie Fischer (New Jersey): *Maggie Fischer*, New Jersey, speaking for the New Jersey delegation. Amendment 28 is a request for a provision that would assist in a stricter, and yet more equitable, enforcement of adherence with our NEA ethnic minority guarantees.

Rather than penalizing an entire state delegation because a few local affiliates have not met their obligation of electing a certain number of minority delegates, Amendment 28 would place the onus of responsibility where it belongs. If a local affiliate is not in compliance, then that specific local would not be seated. However, if the state affiliate is not in compliance, then that state delegation would not be seated.

Therefore, in a spirit of honest and responsible enforcement of our ethnic minority guarantee, I urge you to vote Yes on Amendment 28. Thank you.

President Ryor: Microphone 9, *Ari Parks* from New York, speaking against.

Ari Parks (New York): Mr. President, I decline.

President Ryor: Okay. Microphone 14, *Fred Gifford* from the state of Connecticut, speaking for.

Fred Gifford (Connecticut): My name is *Fred Gifford* from Connecticut, speaking as an individual. I urge that this Representative Assembly adopt this amendment. This bothers me and the members of my local no end.

I think there are many of our local affiliates that continue to disregard the decisions that have been made by this body. Also, as I see it, these people are going against the tenets of teaching. How can we as teachers who are trying to teach the young people of this nation say that the true ideal of all persons today is really being equal, if we ourselves are not able to keep our own house in order?

I, therefore, urge this Assembly to adopt this amendment to straighten out those of our locals that I am afraid are not complying, and probably will not. Thank you, Mr. President.

President Ryor: We have had two speeches for Amendment 28; we have no speakers at the microphone to speak against. We will move along to Amendment 29. *Mr. Freitag:*

Mr. Freitag: Amendment 29 is presented for your discussion: To add a provision that the executive officers of the Association shall be eligible for active membership.

President Ryor: Microphone 11, *Judith Owens*, New Jersey, speaking for.

Judith Owens (New Jersey): Mr. President, I would urge support of this amendment. As we enter the time when our leaders have become strong advocates, we find boards of education who attempt reprisals. We know of cases in which boards have refused to grant leaves of absence to people who wanted to serve as full-time Association leaders.

We feel that this amendment would guarantee that those persons' membership rights would continue and, therefore, that their eligibility for office would continue. We feel that the choice of our president should be made by our members and not some board of education. We in New Jersey urge support of this amendment.

President Ryor: I have no other speakers at the microphone, either for or against Amendment 29. In that event we will move to Amendment 30.

Mr. Freitag: Amendment 30 is presented for your discussion: To add provisions that would: (a) establish the Student NEA as a special category of NEA affiliate comprised solely of student members of the Association; (b) establish affiliation standards for Student NEA; (c) enable the Student NEA to recommend student candidates for committees; and (d) make Student NEA staff eligible only for staff membership in the Association and ineligible for elective or appointive positions at any level.

President Ryor: With your permission, I'd like to introduce *Dale Rumberger*, who is the president of the Student NEA. Dale is a graduate of Kent State University in Ohio. He's been spending his last 10 months in office talking to UTP leaders about the Student NEA. Just recently he's completed the task of commencement speaker at the Ashtabula Branch of Kent State University.

Because his NEA is greatly affected by Amendment 30, I am going to ask *Mr. Rumberger* to

give his NEA's view on the amendment. And then we will entertain two for and two against. *Mr. Rumberger.* (Applause)

Dale Rumberger (Student NEA): Thank you, *President Ryor.* I speak to you today on behalf of the 50,000-plus members of the pre-profession who believe in the United Teaching Profession. And actually I am only going to stress a few points and not necessarily that of Amendment 30, for I believe it is my duty to inform the delegates here what Student NEA is about.

First of all, I'd like to report to you what happened when we conducted SNEA's assessment of our membership. One of the questions was: Would you join the NEA? Would you join an NEA-AFT affiliate? Or would you join the AFT? The answer was: 91 percent said they would join the NEA, 3 percent said they would possibly join a merged affiliate, and negligible results for the AFT. The college students are learning. (Applause)

We are not satisfied—it is not 100 percent. And I say this for the benefit of the SNEA staff that is sitting in the audience.

I'd like to take a minute to tell you the program of the student members, of students. It hurts, doesn't it? On to my next area of concern, that is student teacher rights.

This year school systems that had job action, God-given, I believe, by teachers, were using teacher students to try to break a strike. I am here before you today to tell you that I am putting the administrations of the United States on notice by saying that isn't going to happen again. We are a part of the profession; we are not to be used to break it. (Applause)

It was two Student NEA chapters on local campuses that went in and removed those student teachers who had no idea they were strikebreaking, and it is because of that that they were removed from the classroom in time, with no hard feelings from the teachers association or the college.

One other concern, and that is on a national level. That is our support of you and your activism on a national level in seeking an endorsement of the President. I'd like to tell you right now, people, that I have been given a Christmas card by the President of the United States. He sent it to me. I think he wants some votes.

I'd like to say back to him one thing. After his veto attempt to remove over \$1.3 billion in funds for education, of which over \$600 million was in higher education and most of that was in aid and loans, I'd like to tell you I hope he finds, come January, what I find at the end of my term of office and what one out of three students who prepare to teach finds—unemployment. (Applause)

The final concern I wish to bring before this great Representative Assembly is our major concern within the Student NEA. At one time, I believe, we tried to save the world. That isn't the case any more. Our focus is improvement of teacher preparation programs. And believe me, ladies and gentlemen, there is need for improvement. (Applause)

I'd like to state to you that a federal accreditation agency voted to deny Student NEA a chance to vote on their coordinating council. They voted not to give us that seat, and then they voted again not to give us a reason. They couldn't or wouldn't come up with a reason.

Ladies and gentlemen, when you disagree with me because you feel I am dumb, that is one thing; but when you disagree with me just because I am a student, then we are going to get down to the problem. That is what we have to deal with. (Applause)

This Neanderthal type of reasoning is used to stop the certification programs nationwide. We are trying to be a part of the United Teaching Profession. It is our belief that Amendment 30 would make us more accountable to the NEA structure and the NEA Constitution and Bylaws and those policies.

I ask your support, and I thank you for the privilege of speaking before you. (Applause)

President Ryor: Before we entertain discussion on Amendment 30, I want to announce that there was an error in your program. The Human Rights Awards dinner is not at 6 P.M.; it begins at 7:30 P.M. And it is my intention to recess this session at 5:30 this afternoon.

Now then, Microphone 9, *Ed Robisch*, New York, speaking for.

Ed Robisch (New York): *Ed Robisch*, speaking as an individual, John. But after the reception that Dale received, I am not so sure. I am mighty proud of Dale and the Student NEA, and I think we in New York have great reason to be.

In April of this past year the Student NYSE group disaffiliated with the NEA. They founded a new Student NEA identity in NYEA, identified 15 new or current affiliated Student NEA chapters throughout our state, elected new state interim officers, adopted an interim governance document, and developed a program budget for this coming year.

By the middle of May the new state NEA had affiliated in New York State all former Student

NYSE chapters except one. Student NYEA was informed two weeks ago that both the secretary-treasurer and the vice-president of the old Student NYSE group, along with two of their four regional officers, resigned to work with or be officers of the new group.

President Ryor: Your time is up, Ed.

Mr. Rohsck: We involved these people from the beginning. We want the NEA to involve them. Thanks so much.

President Ryor: Microphone 11, *Bill Bell* of Connecticut, speaking against.

Bill Bell (Connecticut): Mr. Chairman, *Bill Bell* of Connecticut, NEA Board of Directors, speaking as an individual. I rise to oppose Amendment 30.

When the old NEA Constitution went out of existence and a new one replaced it, one of the arguments convincing enough for the new Constitution was that it would relocate special interest groups within the NEA through a category of affiliation that would diminish their influence and power but would permit active participation. And we are, with our new Constitution not a year old, confronted with a proposal that would utterly negate its original intention.

Our present Constitution provides for Student NEA, whether it be as a nongovernance affiliate or a special interest group. It appears, however, that that kind of participation is not enough and that a special category must be created whereby Student NEA will have three voting members on the NEA Board of Directors, in addition to representation of a voting nature on the various committees.

Now, having three voting members on the Board will mean that only nine states will have more NEA directors than Student NEA. Keeping in mind—

President Ryor: Your time is up, Bill. Microphone 6, *Don Traxler*, Ohio, speaking for.

Donald L. Traxler (Ohio): *Don Traxler*, Ohio, speaking for the Ohio delegation. *President Ryor* and fellow delegates, I was an active student member when I was on campus, and I made up my mind then that I was not going to be active as a teacher because it took too much time.

Since then I have served as the OEA president and am currently on the Board of Directors. I had good training as a student. I have been an advisor at the local level for seven years and at the state level for two years, and I have been the NEA liaison from the Board of Directors during the past year.

Dale stole some of my thunder when he said that it used to be that the Student NEA was going to save the world; now they are interested in preparing for their chosen profession.

I am not afraid of students. I work with them every day, as you people do. If we are afraid of them, then it is because of something we have created. (Applause)

One part of their Bylaws states that they must be enrolled in a teacher education program. They are preparing to teach, and in some cases this may be a dangerous activity because some superintendents read on their credentials that they have been active in SNEA and prefer not to hire them. I would urge your support for Amendment 30. (Applause)

President Ryor: I have at Microphone 7, *Dale Rumberger* for a point of clarification.

Mr. Rumberger: *Dale Rumberger*, president of the Student NEA, with a point of clarification. At this time the amendment submitted here does not indicate anything about voting rights on the Board of Directors. The amendment that we are referring to at this time would make Bylaw changes and Standing Rule changes that would embody the Student NEA and the NEA Constitutions.

It is true that these will come up to be presented to next year's Assembly, but this package does not include that. And I'd like the delegates to understand that. Thank you.

President Ryor: That concludes the debate. We have two for and one against, but no one else is at the microphones wishing to speak against. So we will move to Amendment 31.

Mr. Freitag: Amendment 31 is presented for your discussion: To delete the provision establishing a separate membership category for paraprofessionals; to add a provision that any person who is engaged in, or on limited leave of absence from, directly assisting classroom teachers in discharging their duties shall be eligible for active membership, and to add a provision establishing the dues of such active members at \$15 for 1976-77 and 1977-78, \$25 for 1978-79 and 1979-80, and the same as for all other active members commencing with 1980-81.

There will also be on the television screen a small editorial adjustment that would have to be made in accord with this amendment, and that would occur in Bylaw 2-7 (c). Thank you, Mr. President.

President Ryor: Thank you, Mr. Freitag. Microphone 14, *Dave Eberly* of the state of Maryland, speaking for.

Dave Eberly (Maryland): Thank you, Mr. President. I speak in favor of the Committee on Substitute, Part-Time, and Paraprofessional Personnel, as well as on behalf of the NEA Board

of Directors, which has sponsored and introduced this amendment to the Bylaws for your consideration.

Before I begin my discussion, I'd like to draw your attention to a report in the blue book of committee reports beginning on page 97, and if you have not as yet read this report, I urge you to consider it very, very carefully.

Two years ago in Chicago an inquiry came from the state of Oregon as to what we could do in cases where teacher actions, particularly strikes, have been sabotaged by boards of education and superintendents using part-time workers, paraprofessionals, and substitutes to man classrooms or to scab. How could we protect our people from this?

Over a period of two years we have conducted a very exhaustive study. And among our recommendations is this Bylaw amendment you find before you.

The Bylaw amendment suggests expanding our definition of active membership to include those paraprofessionals who have a direct interest in the instructional process.

The argument that we have been given is that those who have not completed a four-year college course and have not received a diploma are not fit for active membership. I suggest to you that the theme of this great convention—

President Ryor: Your time is up.

Mr. Eberly: Thank you very much.

President Ryor: Microphone 11, *Gerard Mooney*, New Jersey, speaking against.

Gerard Mooney (New Jersey): Mr. Chairman, I speak as an individual, in opposition to Amendment 31. I feel that it is inadvisable to eliminate distinctions between the paraprofessionals and the professionals.

We have other members of the school districts who are associate members of the NEA, and this does not in any way represent coverage for them.

I would also like to say that by giving the individuals an increase in the use of paraprofessionals, we are giving them the future possibility of having decision-making policies when they can take votes in this area—it would not be to the best interests of the teachers. Thank you.

President Ryor: Thank you. Microphone 16, *Edna Stephenson*, Texas, speaking for.

Edna Stephenson (Texas): *Edna Stephenson* from Texas, speaking on behalf of the Board of Directors of the National Education Association. I wish to speak in support of this amendment and to point out that it would make it possible for persons engaged in, or on limited leave of absence from, directly assisting classroom teachers in discharging their duties to become members of NEA under active membership.

If the local and the state affiliates admit paraprofessionals as active members, they would be eligible for all rights of active members. They would have full rights of membership, including the right to hold elected or appointive office. They would be required to be unified if the state or the local association provides active membership to them.

And I'd like to point out that the amendment would be easy to change because it only requires a majority vote. Thank you.

President Ryor: Thank you. Microphone 14, *Jane Stern*, state of Maryland, speaking against.

Jane Stern (Maryland): *Jane Stern*, Maryland, speaking in opposition to Amendment 31, on behalf of the Maryland delegation. We the teachers of Maryland, and we hope the teachers of this nation, are not ready to grant full and equal participation to paraprofessionals in our own autonomous teacher organizations.

In addition to the problems created by the timing of this amendment, giving insufficient time for participation by the grassroots in this decision, there is the problem of giving full voting rights to people who are not paying full dues.

We feel that another problem is that this amendment will further erode the public image of teachers as professionals at a time when we need desperately to improve that image.

How can we pretend that a high school graduate who types or grades papers in a school for four hours per day ought to have equal weight with teachers in making decisions in matters relating to teacher accreditation, evaluation, and other such items that come before this Assembly?

Now, we have heard the argument that if we have paraprofessionals in our Association on an equal basis, they won't scab on our strikes. We believe this benefit is more illusory than real. What will happen is that many of our interests and concerns will have to move over for theirs.

President Ryor: Jane, your time is up.

Ms. Stern: Thank you.

President Ryor: I have a point of information, Microphone 9, *Art Parks*, New York.

Art Parks (New York): Mr. President, *Art Parks*, New York, a point of information. If we vote on this amendment and pass it, Mr. President, could you tell us if this deletes the provision requiring a bachelor's degree to hold active membership in the NEA.

President Ryor: One moment. *Mr. Freitag*.

Mr. Freitag: The effect of this amendment would be to require a baccalaureate degree wherever that is a condition for employment and an appropriate certificate wherever that is the condition for employment. So the requirement for a degree or a certificate would continue for those employees.

Mr. Parks: In other words, there's going to be that double standard, it seems to me, for active membership. For teachers a bachelor's degree is required if you wish to be an active member. If you are a nonteacher, you don't have to have a B.A. degree to be an active member. Is that correct?

Mr. Freitag: It doesn't lower the requirement; it makes the requirement compatible with the job requirement.

President Ryor: The answer to your question, Art, is that you are essentially correct.

Mr. Parks: Then, would this affect Bylaw 2, Membership, Item 2-1 (b), which says active members to be eligible shall be: 1 a baccalaureate or higher degree or the regular teaching, vocational, or technical certificates?

Mr. Freitag: Yes, Amendment 31 contains Bylaw 2-1 (b), including the item that's been added. The addition is in italics.

Mr. Parks: Thank you very much.

President Ryor: We have no further speeches on Amendment 31. That concludes the Bylaw amendments. As you recall, I said we would go back to Constitution Amendment 5. We have a proposed amendment to Amendment 5. *Tay McArthur*, Microphone 3, state of California.

Tay McArthur (California): *Tay McArthur*, California, speaking as an individual. First of all, I thank the Chair for his consideration in allowing this to be held over.

I move to amend Amendment 5 by addition—this is on the first page of your amendments—by addition through the insertion at the beginning of new clause (d), part (ii), the words "as an option, in the election of state delegates," and the insertion in line 7 of that sentence of the word "state" in front of the word "affiliates." There is also a punctuation consideration that I was informed of by an English expert—substitute a semicolon for the word "or" just in front of part (ii).

I have a seconder, the president of Connecticut, *Lenny Lavelle*, on Microphone 11.

... Motion was seconded by *Lenny Lavelle* of Connecticut.

President Ryor: Microphone 11.

Lenny Lavelle (Connecticut): I'm very pleased to second it. And it does meet the needs of the original ideas that Connecticut was trying to present.

President Ryor: Microphone 16.

Grace Grimes (Texas): *Grace Grimes*, speaking as an individual, in support of this amendment, because I think it would provide for the election of the state delegates and would exempt those local associations from electing their delegates in this manner.

Mr. McArthur: The purpose of the amendment is simply to clarify the intent of the original makers, and that came from Connecticut, to provide states only with the option to have their state delegates elected by their state assemblies.

President Ryor: We have had two speeches for the amendment proposed by *Mr. McArthur*. We have no one waiting in line to speak against. I will place the motion. It requires a majority vote. Would you like the motion read again? *Mr. McArthur*, would you restate it?

Mr. McArthur: The motion is as follows: I move to amend Amendment 5 by addition through the insertion at the beginning of new clause (d), part (ii), the words, "as an option, in the election of state delegates," and the insertion in line 7 of that sentence of the word "state" in front of the word "affiliates." Also that punctuation consideration—in front of part (ii), substitute a semicolon for the word "or."

President Ryor: I have now a speaker against. Microphone 1, *Daisy Moody* from the state of Virginia.

Daisy Moody (Virginia): *Daisy Moody*, state of Virginia, NEA Board of Directors member. I would like to speak against Amendment 5 until it is further explained to me.

As I read this amendment, or as I listened to the amendment, it doesn't appear to answer the problem of the large local. And that is where one of the largest problems is. Could you get some further explanation?

President Ryor: State your question.

Ms. Moody: Well, will this amendment speak to 7,000-member locals that put out a ballot for state conventions with 251 names on them when we have to ask a building, a group of teachers, to select 211? That is my question.

President Ryor: Bernie, and then Tay, if you care to comment.

Mr. Freitag: It eliminates the options for locals, no matter of what size. This amendment eliminates the option for locals, whether they are large or small.

President Ryor: Microphone 3. Tay, do you wish to comment?

Mr. McArthur: It does not accommodate the particular needs of Fairfax County. That does have 7,000 members. It is designed specifically to allow only the states to have this option, which was its original intention.

President Ryor: We have no further speakers—back to Microphone 1, please.

Ms. Moody: Then I would continue to speak against the amendment and in favor of the original as it is printed on the yellow sheet. Thank you, sir.

President Ryor: We have no further discussion. Pardon me, we now have further discussion. We have no further speakers against the motion. So I will place *Mr. McArthur's* amendment to Amendment 5. It requires a majority vote. All those in favor . . . opposed . . . *the motion fails.*

A division has been called for. *Mr. Mayo*—you are here. All those in favor please stand . . . opposed please stand . . . *I will rule the motion has failed.*

Back to the main Amendment 5. Microphone 16, *Jim Aucutt* from the state of Washington, speaking for.

Jim Aucutt (Washington): *Jim Aucutt* from the state of Washington, speaking for the delegation, speaking in favor of Amendment 5. In the state of Washington, because of its geographical makeup, we find it impossible to implement the NEA guidelines on state delegate elections on a regional basis. Therefore, we have had to conduct statewide elections for NEA state delegates.

This costs us in excess of \$15,000 of our dues money. We feel that that \$15,000 could be put to better use in defending teachers' jobs. Further, we feel that the state associations should be held accountable. The way to do that is to allow them to elect the state delegates to this national convention at their respective representative assemblies.

This amendment would not require any state to change what it is presently doing; it would merely allow those that wish to elect at their state assembly to do so. I urge your support of Amendment 5. Thank you.

President Ryor: I have Microphone 3, *Steve Edwards*, California, speaking against.

Steve Edwards (California): Thank you, Mr. President. *Steve Edwards* from California, speaking for the delegation. The California caucus has a position to oppose Amendment 5, the main reason being that after we have tried something for one year, to now go back to something else after giving it only one year's trial seems rather foolish. This is especially true in light of the fact that even given our particular problems of compliance in California, we did, indeed, manage to do that on the basis of sheer arithmetic, without any special considerations from the committee.

We feel that it has worked this year, and not without difficulty, but the caucus feels that this should be given another fair trial next year, perhaps with some improvements and some coordination within states and in cooperation with the NEA. And we have a good thing going, and, therefore, again, the caucus position from California is to oppose proposed Amendment 5. Thank you.

President Ryor: Thank you. My fellow delegates, we have had two speeches for and two against. We had one for and one against this morning before we deferred on the amendment. So that completes the discussion of Amendment 5 and the discussion of the amendments to the Constitution and the Bylaws.

I have at Microphone 8 *Lithangia Robinson* of the state of Georgia with a question of information.

Lithangia Robinson (Georgia): *Lithangia Robinson*, chairperson for the Georgia delegation, and speaking for the delegation. Mr. President and members of this body, many of you have enjoyed the hospitality of Miami, but there are many of us from Georgia who will go home with much lighter luggage due to the robberies that have occurred in this city.

We understand that there are other delegates who have suffered similar fates, and we would ask those persons not to use up the time, as we will not use it up, but to forward this information to the president.

We have even asked for safety boxes. They say, "Put your valuables here," and when we go to the safety deposit boxes, the management tells us that they don't have the room. And yet we are losing our valuables every day: plane tickets, money, and everything else.

So we would ask the president and this illustrious body to send a telegram to the Chamber of Commerce deploring the treatment received by the conferees at this convention and urging that the hotels increase their security for the safety of the personal property of the residents for this convention. Thank you. (Applause)

President Ryor: Thank you. We are aware of the problem. We have someone looking into hotel security. We have contacted the local authorities and made them aware of the problem, and we are awaiting responses to those requests.

Now then, I'd like to call to your attention the fact that the deadline for the submission of Items of New Business is the conclusion of this session. So if you have any New Business Items that you would like to have considered by this Representative Assembly, they must be placed on the table here within the next 15 minutes.

I'd like to move now to New Business Items submitted by the Board of Directors. Perhaps we can deal with two or three of those before we conclude business today.

New Business Items are now available to state delegation chairpersons or their designees at the materials table. While we are waiting, *Bernie Freitag* will make an announcement about campaign practices in relation to the runoff elections. *Mr. Freitag:*

Bernard Freitag (Pennsylvania): Mr. President and fellow delegates: Since the announcement of the runoff election, the Committee on Constitution, Bylaws, and Rules has received numerous questions about whether or not posters for runoff candidates may remain on display at this convention center until the results of the runoff election are announced tomorrow.

As chairperson of the Committee, I want to affirm our ruling in this matter, which remains unchanged. The posters may remain on display, but placing such materials on display or any other campaign activities at this convention center must cease by 7 A.M. tomorrow morning. Thank you, Mr. President.

President Ryor: Thank you. I have at Microphone 12 *Hazel Petrocco*, Colorado.

Hazel Petrocco (Colorado): *Hazel Petrocco*, Colorado, speaking for the NEA Board of Directors. I move New Business Item A as printed. And I have a second at Microphone 13.

... Motion was seconded by *Nancy Johnson* of North Carolina.

President Ryor: Back to Microphone 12.

Ms. Petrocco: Mr. President, the 1976 Representative Assembly informally expressed its reaffirmation to unite all educators in a single national organization when we so warmly welcomed the teacher delegates from New York and Puerto Rico to this Assembly.

True unity must encompass the concept of independence, not affiliation with the AFL-CIO. We reaffirmed our basic concept of guaranteed minority participation in the governance structure and operation of our Association when we officially seated all states, with all but one in compliance with the standards set forth in our new document, and congratulated the Mississippi teachers on the completion of merger plans for Mississippi.

We are reaffirming our belief in the right to a secret ballot as we exercise this privilege in our elections for our officers today and other elections tomorrow.

I urge you to officially reaffirm this stand and vote Yes again today. Thank you.

President Ryor: Thank you. Microphone 11, *Barbara Harris*, New Jersey, to amend.

Barbara Harris (New Jersey): *Barbara Harris* from the city of Newark, New Jersey, speaking as an individual. I would like to make a motion to amend New Business Item A by adding these words at the end of the first sentence, "using regular NEA affiliation procedures." Then delete all of the remainder of the item.

President Ryor: And delete the rest of the item?

Ms. Harris: Yes, right.

President Ryor: All right, is there a second to that?

... Motion was seconded by *Ray Rossomando* of Connecticut.

President Ryor: We have a motion to amend New Business Item A by adding to the end of the first sentence "using regular NEA affiliation procedures," and striking the rest of the statement. Back to *Ms. Harris*. Would you care to speak to your motion?

Ms. Harris: Yes. We have seen in New York State how merger talks and merger agreements are used as a Trojan horse that defeats the true purposes of a unified teaching profession.

The National Education Association, through its regular affiliation procedures, offers a full avenue for bringing union and other teacher groups into our existing organization. These affiliation standards make complete provision to assure that secret ballot and minority guarantee requirements will be recognized by any groups with which NEA can complete affiliation agreements.

Let's move forward to affiliate units that are now under the AFT banner—that is Newark,

too. We have the organization that can unify all teachers. Let's use it and bring all teachers into the fold. Thank you. (Applause)

President Ryor: Ray Rossomando, Microphone 11.

Ray Rossomando (Connecticut): Ray Rossomando, speaking as an individual. In 1972 in the case of the Representative Assembly in Portland, I stated that I supported the Board position on merger because I felt at that time that the Board position on merger would force the AFT to come to the table to make a judgment.

I also followed that statement by saying that the AFT would do two things: It would either come to the table and do nothing, or it would not go to the table at all.

The evidence is clear right now that they don't really want to merge. What they really want to do is to take over the NEA. I am not ready to sell the NEA to anybody. I think the time for merger is over. We ought to spend our time and energy on taking over. (Applause)

We ought to spend our time and energy on taking over the AFT affiliates. I believe that the NEA is the only teacher organization, and I am ready to fight for it. And I think we ought to begin that fight right here and now. Thank you. (Applause)

President Ryor: Microphone 1, Daisy Moody, Virginia, speaking against.

Daisy Moody (Virginia): Daisy Moody, Virginia, speaking against the amendment. I would call the delegates' attention to what is being deleted from this item. Read with me after the colon in the center of the paragraph: "(a) No affiliation with the AFL-CIO and no obligation to the institutional positions and objectives of the AFL-CIO."

We are deleting the line reading: "(b) Guaranteed minority group participation in the governance and operation of the new organization."

We would be deleting: "(c) The use of the secret ballot to elect the officers and change the governing documents" and so on.

I urge your defeat of this amendment. Thank you.

President Ryor: I have no other speakers to the amendment. I do have another speaker. Microphone 3, Steve Edwards, California, speaking for the amendment.

Steve Edwards (California): Mr. President, Steve Edwards, speaking as an individual. It seems to me that if the amendment carried, it is very easy to interpret. While it is true that what would be deleted is very valuable, that is embodied in what we pick up by simply stating "using regular NEA affiliation procedures."

It seems to me that it takes everything we are considering—that says it all. (Applause)

President Ryor: Microphone 4, Mary Hatwood.

Mary Hatwood (Virginia): Mary Hatwood from Virginia, speaking as an individual. I would simply like to ditto Daisy Moody from Virginia and speak in opposition to the amendment.

President Ryor: I have no other speakers. I will place the amendment, and remind you of the nature of the amendment. It is to extend the first sentence to include the words "using regular NEA affiliation procedures" and to drop the remainder of the item.

I have a point of order. Microphone 9, Auguste King, New York, point of order. Whether there is a quorum here or not, is that the point, sir?

Auguste King (New York): Yes, Mr. Chairman. I question whether or not there is a quorum.

President Ryor: I am going to rule there is a quorum.

Mr. King: Mr. Chairman, from your point of view—I was just up there—it looks like a lot of people from the front. From my point of view there are a lot of empty chairs.

President Ryor: Are you challenging the ruling of the Chair? In my opinion we have a quorum.

Mr. King: I will not challenge the ruling of the Chair.

President Ryor: Thank you. We have no other speakers to the amendment. The amendment is Barbara Harris' amendment. All in favor . . . opposed . . . the amendment loses.

We are back to New Business Item A. There is a division called for. Mr. Mayo. A division on Barbara Harris' amendment. All those in favor please stand . . . opposed please stand . . . the amendment loses.

We are back to the main New Business Item, New Business Item A. Microphone 13, Nancy Johnson, North Carolina, speaking for.

Nancy Johnson (North Carolina): I would like to yield my time, please, to Marian Conrad, Microphone 15.

President Ryor: Microphone 15, Marian Conrad.

Marian Conrad (Nevada): Marian Conrad, Nevada, speaking as a member of the NEA Board of Directors. It is evident that one cannot unify by dividing. It is also evident that one aim of the AFT is to plead unity while dividing.

It is important that we have a single national organization, but it is more important that that single organization be one with democratic principles of the NEA. I urge your support of this New Business Item.

President Ryor: Microphone 6, *Gunnar Brown*, Missouri, speaking against.

Gunnar Brown (Missouri): *Gunnar Brown*, Missouri. I move to close debate.

President Ryor: There is a motion to close debate. Is there a second to the motion?

... Motion was seconded by *Bob Grahman* of Missouri.

President Ryor: The motion is to close debate on the previous issue. All those in favor ... opposed ... the motion carries. Debate is closed.

New Business Item A. All those in favor ... opposed ... the item carries.

Division has been called for on New Business Item A. All those in favor please stand ... opposed please stand ... New Business Item A is passed.

Before we adjourn I'd like to recognize *Carl Harner*, Microphone 1, for a point of personal privilege.

Carl Harner (Florida): *President Ryor*, fellow delegates: During the fall I participated in a team that traveled around the state to visit the classrooms of the nominees for the Teacher of the Year.

After completing the tour of this state, I and the committee presented a recommendation to the commissioner of education. The commissioner of education accepted our recommendation and announced the results to the Teacher of the Year.

One afternoon I received a phone call from him indicating that we had a problem. He indicated that the individual who had been nominated by many as the Teacher of the Year from Florida was, in fact, a striker who struck against Broward County to stand up for quality education. (Applause)

I indicated to the commissioner that I did not have a problem, but he did. For I thought that not only was she a good instructor within the classroom, but also she was willing to stand up and be counted for education.

Even though the governor and the legislature refused to recognize her as a Florida Teacher of the Year, it is indeed an honor and a privilege to recognize and present the Florida Teacher of the Year, *Carol Meyers*. (Rising applause)

President Ryor: *Carol Meyers*, Microphone 1.

Carol Meyers (Florida): I still can't quite get used to this overwhelming reception. This is my first NEA convention and it's been fascinating and exciting to see educators from all over the country exchanging ideas and making decisions—important decisions.

And you have a lot more business at hand, so let's get on with it. And thank you so much. (Applause)

President Ryor: Thank you. I have two other announcements.

The Human Rights Awards dinner will begin at 7:30 this evening. Tomorrow morning at 7 A.M. the polls will open for voting on amendments and the runoff election for officers. The word is: Vote.

Now then, I'd like to make one further announcement. On Wednesday night is the President's Bicentennial Ball; it was announced that it is a black tie affair. Black tie is certainly permissible but certainly not necessary. We encourage you to come.

Bernie Freitag will read the New Business Items.

Bernie Freitag (Pennsylvania): The Items of New Business submitted before the deadline:

Item 52, support the Mobile Teachers Act.

Item 53, support developmental education of infants identified as exceptional.

Item 54, to evaluate the operation and funding of the NEA DuShane Fund.

Item 55, to improve organizational assistance to locals that exist in highly concentrated AFT-membership areas.

Item 56, to hold administrators who are NEA members accountable for anti-NEA activity.

Item 57, to enhance NEA organizational support for affiliates in highly concentrated AFT areas.

Item 58, that NEA-PAC be directed to seek stands on educational matters of all major candidates in future elections.

Item 59, to instruct the Budget Committee for 1977-78 to provide a refund to local and state affiliates.

Item 60, to actively oppose the use of lottery to determine teacher transfers.

Item 61, to help alleviate teacher unemployment.

Item 62, provide jobs for teachers on layoffs.

Item 63, urge participation of members in the Coalition of Labor Union Women and support its aims.

Item 64, to establish human rights newsletter.

Item 65, to instruct the NEA to condemn strikes by educators.

Item 66, to endorse the organizational drive in New York.

Item 67, NEA shall oppose use of National Teachers Examination.

Item 68, NEA to assist NCBAIE in obtaining funds for the Bureau of Indian Affairs schools.

Item 69, to ensure that the President of the United States implements desegregation orders.

Item 70, to save money and increase Rights Fund.

Mr. President, that completes the Items of New Business submitted.

President Ryor: Thank you very much. I have one more announcement. The Black Caucus will meet in Room 103 immediately upon adjournment. And that is right now.

This meeting stands adjourned until tomorrow morning promptly at 10:30 A.M.

The Third Business Meeting recessed at 5:38 P.M.

FOURTH BUSINESS MEETING

Tuesday Morning, June 29, 1976

THE FOURTH BUSINESS MEETING convened at 10:30 A.M., President John Ryor presiding.

President John Ryor: Will the delegates please be seated. This fourth business meeting is now in session. I'd like to recognize, at Microphone 14 Dorothy Hansen, president of the Idaho Education Association, on a point of personal privilege. Could I have your attention please.

Dorothy Hansen (Idaho): Thank you, President Ryor. Dorothy Hansen from the Idaho Education Association. Saturday, June 5, the Teton Dam collapsed in eastern Idaho, sending a wall of water downstream destroying everything in its path; putting cars into trees; damaging and destroying homes, schools, and businesses; and scraping the topsoil from the land.

Three hundred Idaho teachers have been affected by the disaster, either through the loss of their homes and all their belongings or through the destruction of the schools in which they teach. For example, Daryl Moss, whom some of you know, our past president, lost everything except the vehicle he drove out of the disaster area and the clothes that he was wearing on the day of the disaster. His experience typifies the experience of all of the residents of the affected towns.

We are appealing to you for contributions for our teachers whose lives were so disrupted. A flyer is available at the materials distribution center with details. We appreciate any help that you can give us. Thank you.

President Ryor: Thank you very much. One other announcement. The NEA Political Action Committee at its last meeting recommended that the presidential candidate interview tapes of President Ford and Governor Carter be shown at a general session of this Assembly. Those tapes will be shown as the last item of business this afternoon at 4:30. (Applause)

I'd like to call your attention to the report of actions of the 1975 Representative Assembly. You received those reports in a red booklet, the booklet entitled "Reports on Implementation of Actions of the 1975 Representative Assembly."

If there are any questions, we will be glad to answer them at this time. Are there any questions regarding the reports on implementation of actions of the 1975 Representative Assembly?

In that event, having no one at the microphone, I'd like to move on to the reports of the 1975-76 committees. Those reports are contained in a blue booklet. The chairpersons—pardon me, Microphone 13, Newel Standley, state of Utah, speaking as an individual.

Newel Standley (Utah): Newel Standley, the state of Utah. I would like to question a part of the report on implementation of the actions of the 1975 Representative Assembly found on page 62.

I believe that that does not represent the feelings of the 1975 Representative Assembly where we called for increases in the budget for the UniServ people. I believe that we ought not to accept that portion of the report. Thank you.

President Ryor: Any further comments or questions on the reports?

The chairpersons of the NEA committees are all seated on the platform and are prepared to respond to any questions you may have. The procedure that we wish to follow is this.

First, we will have a discussion of the reports, which we will consider in the order in which they appear in the blue book.

Second, the Board of Directors has already taken an action on the report of the Committee on Campaign Practices and Procedures. At the conclusion of this discussion a single motion will be in order to receive all the reports except the one coming from the Committee on Campaign Practices and Procedures. That will simply be referred to the Board of Directors for implementation as feasible.

We will ask the chairperson of each standing committee to answer questions relating to the committee reports, if there are any.

The Chair will now entertain discussion of the first report, the Affiliate Relationships Committee. The chairperson is Hazel Petrocco. Are there any questions regarding the Affiliate Relationships report? You will find that contained on pages 5 through 9.

I am going to ask those of you who are calling in on other items of business to please not do so. Under consideration now are reports of the committees, and it only slows up the progress of moving the business of this Assembly. We will entertain any questions regarding the reports. Please reserve all other motions, business, and privilege until we conclude that business. Thank you.

Now then, the report from the Affiliate Relationships Committee on pages 5 through 9. Are there any questions? Having no questions, thank you, Hazel. Thank the Committee.

Hazel Petrocco (Colorado): Thank you.

President Ryor: We will go to the report on Educational Finance. The chairperson for that Committee is *Jim Blank* from the state of Wisconsin. Are there any questions on that report? You will find that report contained on pages 9 through 15 of the blue booklet. Are there any questions regarding the report of the Standing Committee on Educational Finance? Seeing no one at the microphones, thank you very much, Jim, and thank your Committee.

The next report is the report of the Standing Committee on Legislative Matters. The chairperson for that Committee is *Ben Loyd*, Board of Directors member from the state of Illinois. (Applause)

Are there any questions on the report of the Standing Committee on Legislative Matters? Having no one at the microphones, again my thanks, Ben, to you and your Committee. (Applause)

The next item is the report of the NEA appointees to the National Council for the Accreditation of Teacher Education. That report is contained on pages 21 through 39. The chairperson of that Committee is *Joan Flanagan* from the state of Massachusetts. (Applause)

My apologies, the chairperson of that Committee is *Jim McDaniels*, Board member from the state of Washington. (Applause)

Are there any questions of the Committee on the National Council for the Accreditation of Teacher Education? Microphone 13, *Newel Standley*, the state of Utah.

Newel Standley (Utah): *Newel Standley*, Utah, speaking as an individual. I would like to move on Legislative Matters, page 19, to strike the second paragraph, dealing with federal aid to medicine.

President Ryor: Just a minute, *Newel*. I am going to ask *Ben Loyd*—if you would please, when you call in, indicate which committee report you are referring to. We are currently on the National Council for Accreditation of Teacher Education Committee. *Mr. Standley's* motion affects the report of the Committee on Legislative Matters.

Now, *Mr. Standley*, if you will once again tell the Assembly what it is you wish to amend and what page please.

Mr. Standley: Page 19, paragraph 2, beginning "Teachers, like all other citizens, are burdened by fears."

President Ryor: Ladies and gentlemen, the noise level is extremely high. Now we cannot hear. Would you please proceed to your seats quietly and hold the discussions to a minimum. Now, *Mr. Standley*, once more please.

Mr. Standley: On page 19, paragraph 2, under Legislative Matters. The paragraph begins "Teachers, like other citizens," and so forth. I move to strike that paragraph from the report. I have a second.

... Motion was seconded by *Walt Prothero* of Utah.

President Ryor: The motion is to strike from the report of the Committee on Legislative Matters, page 19, the second paragraph in the first column, the paragraph that reads "Teachers, like all other citizens, are burdened by fears of serious illness or injury and by insurance payments" and so forth. Microphone 13.

Mr. Standley: I would like to turn the microphone over to *Mr. Prothero* for comment.

Walt Prothero (Utah): I would like to ask the Assembly's attention on this matter. It came to our Board of Directors' attention this year, a request for support for legislative action in regard to health care. And it was stated that this Assembly had developed a position in serving the Resolutions or Items of New Business. Health care had not been addressed.

We found it in the legislative report finally, and looking at last year's Assembly, this had not been discussed. We feel that the subject of health care should be discussed through a Resolution or an Item of New Business. And I refer to New Business Item 17, where this Assembly could discuss it.

And this item should not be in the report until the Assembly takes action. I urge your consideration to delete it from the report at this time.

President Ryor: *Ben Loyd*.

Ben Loyd (Illinois): Mr. Chairman, I would simply say that the Committee felt that this had been a long-standing concern of the Association as voiced to us in last year's program, et cetera, and that this is in line with the Kennedy-Corman bill, for which we also have considerable support, in contrast to *President Ford's* bill, and that we should keep it in the program.

President Ryor: Any other comments on the amendment? Having no one at the microphones, I will place the motion. The amendment is to strike from the report of the Committee on Legislative Matters the second paragraph in column 1 beginning "The teachers, like all other citizens, are burdened by fears of serious illness," *et cetera*. All those in favor . . . opposed . . . the motion fails.

Now then, if we can move on back to the Committee on Appointees to the National Council for Accreditation of Teacher Education, chaired by *Jim McDaniels*, NEA Board member from the state of Washington. Are there any questions? You will find that report on pages 21 through 39. Having no one at the microphones, *Jim*, thank you very much. Thanks to your Committee for all its work.

I'd like at this time then to go to the report of the Committee on Campaign Practices and Procedures. The chairperson of that Committee is *Joan Flanagan*, Board of Directors member from the state of Massachusetts. (Applause)

You will find that report on pages 39 through 51. I have a question. Microphone 14, *Terry Gilbert*, the state of Idaho, to amend.

Terry Gilbert (Idaho): *Terry Gilbert*, Idaho, speaking as an individual, wishing to make an amendment to the recommendation on page 43, if that is in order.

President Ryor: I will have to hear what your amendment is. Page 43 of the blue booklet?

Mr. Gilbert: That is correct. I wish to make an amendment on page 43 that would read, "Number 2, the financial limitation of campaign expenditures should be maintained." Period. Strike the rest of Number 2.

President Ryor: You will have to run that through again. Page 43, column 1, financial limitation on campaign expenditures—now, where are you please?

Mr. Gilbert: Page 43.

President Ryor: Column 2?

Mr. Gilbert: Under recommendations.

President Ryor: Thank you. Column 2, Number 2, under recommendations.

Mr. Gilbert: Number 2.

President Ryor: All right.

Mr. Gilbert: Again, it would read, "The financial limitation of campaign expenditures should be maintained." Strike the rest of the recommendation.

President Ryor: Do you have a second for that amendment, *Mr. Gilbert*?

Mr. Gilbert: Yes, I do.

. . . Motion was seconded by *Gayle Moore* of Idaho.

President Ryor: The amendment is to the Recommendation Number 2, column 2: "The financial limitation of campaign expenditures should be," and strike the rest of Number 2 and insert the word "maintained." *Joan Flanagan*.

Joan Flanagan (Massachusetts): Mr. President, we defeated that yesterday under a proposed amendment to the Standing Rules. So by defeating our recommendation, I think we would revert back to what we do right now, would we not?

President Ryor: State it again, please.

Ms. Flanagan: Okay. In our Standing Rules under campaign expenses, we recommended that increase and the Delegate Assembly voted that down. So would we not be where we started at, what is presently the amendment?

President Ryor: That is correct.

Ms. Flanagan: So wouldn't it be out of order?

President Ryor: I am sorry, the report recommendation has been dealt with by this body and that recommendation was defeated.

Mr. Gilbert: Thank you, Mr. President.

President Ryor: Are there any other comments on the Campaign Practices and Procedures Committee? Thank you very much, *Joan*, and thank you to your Committee. (Applause)

Now we will go to the report of the Committee on Teacher Benefits. The chairperson of that Committee is *Kathryn Stilwell*, NEA Board of Directors member from the state of New Jersey. You will find the report on teacher benefits contained on pages 51 through 59.

Are there any questions of the Committee in regard to its report? Having no one at the microphone, I extend my thanks to you, *Kay*, and to your Committee for your work. Thank you very much.

Kathryn Stilwell (New Jersey): Thank you, *John*.

President Ryor: We will now go to the report of the Committee on Teacher Rights. The

chairperson for that Committee is *Joanna Hock*, NEA Board of Directors member from the state of Indiana. (Applause)

The report on teacher rights is contained on pages 59 through 67. Are there any questions for the chairperson of the Teacher Rights Committee? Having no questions, I extend my thanks again to *Joanna Hock* and to the Committee for its work. Thank you very much.

Microphone 11, *Judith Owens*, New Jersey.

Judith Owens (New Jersey): Mr. President, I have a question. You said that you were going to have a motion to accept. Is it accept the reports or approve the reports?

President Ryor: When we have finished the discussion of all of the reports, I will entertain a motion to receive the reports.

Ms. Owens: That does not imply approval of all that is in the reports, does it?

President Ryor: No, it does not.

Ms. Owens: I noted in the Campaign Practices Committee report that there was a motion on the floor to change one of the recommendations, and I wanted to understand whether accepting reports implies rejection of that action of yesterday, accepting it now?

President Ryor: That is true. We will now go to the report of the Committee on International Relations. The chairperson for the Committee is *Gene Duckworth*, NEA Board member from the state of Michigan. (Applause)

That report is contained on pages 67 through 73. Are there any questions of the chairperson of the Committee on International Relations? Having no one at the microphones, Gene, thank you very much, and thanks to your Committee.

I'd like to move now to the report of the Committee on Minority Affairs. The cochairpersons for the Committee are *Patricia Brown* and *Paul Tanaka*.

Are there any questions regarding the report from the Committee on Minority Affairs? Having no one at the microphones, I extend my thanks to you, Paul, and *Pat Brown* and all of the Committee for its work. Thank you very much.

At this time I'd like to move to the report of the Committee on Human Relations. The chairperson of that Committee is *Odetta Fujimori*, NEA Board member from the state of Hawaii. Odetta.

Are there any questions regarding the report on human relations? Microphone 1, *Wally Orr* from the state of Florida.

Wally Orr (Florida): Thank you, Mr. President. With your permission I would like to call the attention of the delegates to the appendix of the Human Relations report.

As immediate past president of the National Council of Urban Education Associations, I would like to point out to all of you here that the National Council of Urban Education Associations had as one of its projects this year to have NEA address itself to the problem of crime and violence in American schools.

As such, we are directed to ask for an appropriation in the proposed budget for the coming fiscal year that would allocate some of the resources of NEA to help locals across this nation deal with their problems.

In the proposed budget that you will be dealing with here for the coming fiscal year, under the matter of "Solving Social Problems," Objective 4, we have allocated \$75,000, which will be administered by the Human Relations Committee next year.

This money will go to fund projects submitted by 10 local associations across this country who wish to deal with the problem of crime and violence in their school districts.

I would urge you to look at this, to keep in touch with the Human Relations Committee, and to have your local association submit a project that you can have funded. Hopefully, at the end of the year, we will have some recommendations from those 10 pilot programs that could be sent to other locals across the nation to enable you to do something about the problem in your school district. Hopefully, next year we can have NEA put some more money into this program so that we can include more school districts to deal with this problem.

I urge you to look at the guidelines and to keep in touch with the community, and I urge you to submit projects from your school district. Thank you, Mr. President.

President Ryor: Thank you very much. Are there any questions of the chairperson of the Committee on Human Relations? Having no one at the microphones, thank you very much, Odetta, and thank your Committee.

I'd like to move now to the report of the Committee on Instruction and Professional Development. The chairperson for the Committee is *Don Blakeslee*, NEA Board of Directors member from the state of Wyoming.

We have a question. Microphone 3, Richard Porter of California.

Richard Porter (California): President Ryor, Richard Porter of California, speaking as an individual. I will need to refer to the bottom of page 85 and to the top of page 86, and then cross reference to page 64 in the red reports on implementation.

The reference in the section on "Professional Role of the Teacher" at the bottom of page 85 suggests that New Business Item 21 is far from completed. I would ask that you change or correct that to "continuing responsibility."

Then, if I may, I would like to make another reference on an item indicated as completed that is not quite completed yet, and that is in the metric system implementation on page 65 in the red report.

It suggests that the New Business Item on the metric system of last year was completed. I would suggest that that is also far from completed, based on the items indicated in the IPD report.

President Ryor: Thank you. Are there any other questions or comments in regard to the report? Microphone 22, John Sincaglia, New Jersey, a point of information, IPD Committee.

John Sincaglia (New Jersey): I had a question for Mr. Blakeslee. On the bottom of page 87 of the policy recommendations concerning kindergarten programs, I wondered why it did not also mention preschool programs?

In New Jersey we are very proud of the fact that many districts have included a preschool program. And one of the concerns would be the large number of reductions in force that have taken place in our state. Consideration is being given to letting preschool, as well as kindergarten, teachers go. I wonder why preschool was not included here.

President Ryor: Don.

Donald Blakeslee (Wyoming): Is he asking about the bottom of page 87, John? I can't hear.

President Ryor: At the bottom of page 87, Number 5, the statement on fully funded kindergarten programs. His question is why preschool is not included in there. Would you raise the mike, Don?

Mr. Blakeslee: If we are communicating, sir, at the bottom of page 87 we have expressed our belief that the kindergartens are an integral part of the public school program and are necessary for the success of early childhood education. And we urge support in this area.

And it was the feeling of the Committee that we have not yet accomplished throughout the country the fully funded programs for kindergarten. If I understand the question, Mr. Chairman, that is the answer.

Mr. Sincaglia: I understood that, and I recognize that fully funded kindergarten programs are in existence throughout this country. My question was that though that is the case, it is also the case that preschool programs have proved to be quite beneficial, and I just wondered why we didn't at this time also make a recommendation to make that statement known also.

Mr. Blakeslee: My answer is that we have no opposition to what you are saying, but that they chose to urge the full funding of the kindergarten programs at this time.

President Ryor: All right. Any further questions of the chairperson of the Committee on Instruction and Professional Development? Having no one else at the microphones, thank you very much, Don, and extend our thanks to your Committee.

At this time we will go to the report of the Committee on Substitute, Part-Time, and Paraprofessional Personnel. The Chairperson for the Committee is J. David Eberly, NEA Board of Directors member from the state of Maryland.

It should be called to your attention that the essence of this report is a Bylaw amendment. It is being voted on in the course of this morning in the polls. Perhaps, David, you'd comment on that in regard to what they are looking for.

David Eberly (Maryland): Thank you, John. I made some comments yesterday during the debate on the Bylaw. Essentially, the purpose of the amendment as developed by the Committee was to expand our definition or interpretation of active membership to a category of paraprofessionals that we have interpreted as being those who are directly connected with the instructional process. This was the essence of our recommendation that is before you.

President Ryor: Are there any questions? No questions of the chairperson. Thank you very much, David, and extend our thanks to your Committee.

At this time I'd like to move to the report of the Committee on the Representative Assembly. The chairperson for this Committee is Nelle Taylor, Board of Directors member from the state of South Carolina.

Are there any questions in regard to the report on the Representative Assembly?

Microphone 6, David Geikie, state of Massachusetts, a question on substitute, part-time, and paraprofessional personnel. David Geikie from Massachusetts. Please proceed, Mr. Geikie.

David Geikie (Massachusetts): Thank you. The charge that the Committee was operating under was to secure recruitment of paraprofessionals, is that correct?

President Ryor: If you will speak into the microphone, please.

Mr. Geikie: The charge that this Committee was operating under, as I understand it, was to develop guidelines for facilitating recruitment of paraprofessionals, part-time, et cetera, and in fact this Committee has recommended an amendment, Amendment 31, which would increase the dues for paraprofessionals from their half dues to a sliding scale that would bring them up to full dues in a matter of a few months.

I am wondering how this action will help in the recruitment of paraprofessionals.

President Ryor: Mr. Eberly.

Mr. Eberly: Part of the concern that was behind the introduction of the inquiry two years ago in Chicago came from the misuse or exploitation of paraprofessionals, as well as part-time and substitute teachers, in terms of their utilization as scabs and strikebreakers.

One of the things that we dealt with in terms of our study and our discussion, first of all, was that particular issue. We didn't feel that anything could be done directly for paraprofessionals in all categories unless, first of all, we were in a position to act on their behalf.

Now, the present relationship of paraprofessionals is not that of full active membership. Throughout the nation there are a number of individual approaches as to the inclusion of paraprofessionals within the Association. Some states organize wall to wall; some states don't organize them at all.

In most instances where paraprofessionals are organized, they are organized on, I guess, what could best be construed as a second-class citizenship. We either sell them as a group—some services or else we ask them into membership at a reduced basis but don't directly represent them.

Now, what we have suggested was that if we want to improve the situation, as well as if we want to protect local associations from their misuse in time of teacher action, then we have to bring them in as active members and, either as a class or as individuals, not only give them services, but also give them an opportunity, as we have, as active members to influence their place in the Association. And there is no way of doing that unless they are members with a vote.

Mr. Geikie: My question involves whether it is necessary to raise their dues in order to give them those benefits, sir.

Mr. Eberly: The dues issue, of course, is a very controversial one. Dues, of course, for most of us is a question based upon our ability to pay. And you will note that our report speaks to the differential between salaries of paraprofessionals and salaries of professionals.

The argument, on the one hand, was that if you don't make as much money as teachers, then it is going to be difficult to pay full dues, and, therefore, you are not going to join. On the other hand, we found an extreme reluctance all over the country to welcome anyone in as a member unless he pays his full share.

We took a middle road position, hopefully to compromise that issue, and created a five-year period for organizational purposes, hopefully to convince paraprofessionals that they have a real role within the Association, that we want them, that they are needed and they can benefit, and that we can benefit by having them with us. But after a period of five years, as every other active member, we believe all active members should pay their full share as the rest of us do.

Mr. Geikie: Well, I regret that you are unable to resist the pressure that I know is there to make paraprofessionals pay their full dues.

President Ryor: I am sorry, I can't hear if you are asking a question.

Mr. Geikie: I said I am sorry. I regret you are unable to resist the pressure to have paraprofessionals pay full dues. It seems to me this will not help in recruiting paraprofessionals. Thank you very much for answering my question.

President Ryor: Thank you very much. If we could turn back now to the report of the Committee on the Representative Assembly. Again, the chairperson of that Committee is Nelle Taylor, NEA Board of Directors member from the state of South Carolina.

Are there any questions—ladies and gentlemen, I have received no less than three phone calls protesting the noise in the Assembly hall. (Applause)

Now, if we could get everybody to applaud the protest, maybe everybody would be quiet. (Applause)

Now, are there any questions? Microphone 3, Betty Barnes, the state of California.

Betty Barnes (California): Yes. I wish to speak as an individual against according paraprofessionals the full membership for the simple reason that in California, at any rate, school boards are just looking for another reason to say, "Oh, look, we can hire these people as teachers."

And they already are hiring them as teachers and using them as teachers, replacing teachers. And I really feel that according them a vote and giving them full membership rights are going to further this thought with the administrative forces. Thank you. (Applause)

President Ryor: Thank you. I'd like to remind the delegates that the impact of that report on part-time and paraprofessionals is contained in Amendment 31 to the Bylaws that you are voting on this morning.

Now, the purpose here is discussion and questions for clarification. The expression of your displeasure or approval can be registered in the voting booth.

All right, any further questions? Thank you very much, Nelle, and thanks to your Committee. We have discussed the reports and are now ready to entertain a motion to receive these reports for referral to the Board of Directors for implementation as feasible. *Mr. McGuire*

Vice-President Willard McGuire: Mr. President, I so move.

... Motion was seconded by *Secretary John McGarigal*.

President Ryor: Moved by *Mr. McGuire*, seconded by *Mr. McGarigal*, that we receive these reports and refer them to the Board of Directors for implementation as feasible. Are there any questions? No one at the microphones and I will place the motion. All those in favor ... opposed ... the motion is carried. Thank you very much.

It is my pleasure at this time to introduce some guests before we introduce our next speaker. I'd like to introduce *Dr. Wayne Emerson*, the director of the Economic and General Welfare Commission of the American Nurses Association. *Dr. Emerson.* (Applause)

I'd like to also introduce *Steve Diamond*, the executive director of the Physicians National House Staff Association. *Mr. Diamond.* (Applause)

The Coalition of American Public Employees was founded in 1972 as a coalition of independent public employee organizations to pursue a coordinated program of political action, legislation and litigation, and to pursue a course to improve public education in behalf of public employees of this country. There are six organizations in that Coalition. Both the NEA and the organization that *Jerry Wurf* represents are founders of the Coalition.

Jerry Wurf is international president of the American Federation of State, County, and Municipal Employees, better known as the AFSCME. AFSCME is growing at the rate of more than a thousand new members a week. *Jerry Wurf* is also a member of the AFL-CIO Executive Council and serves on various boards and committees.

It is my pleasure to introduce to you an intelligent and alert and aggressive and active leader and a good friend of NEA, the international president of the American Federation of State, County, and Municipal Employees, *Jerry Wurf.* *Mr. Wurf.* (Rising applause)

Jerry Wurf: Thank you very much, *President Ryor*.
(*Mr. Wurf's* address can be found on page 18.)

President Ryor: Thank you very much, *Jerry.* A couple of announcements before we proceed here.

One, please do not take flash pictures right into the TV cameras. It blurs the perception and messes up the machinery. Also, it is important for you to remember that the polls close at 12 noon.

Now I'd like to talk to you before I introduce the next issue here. We have people coming to the microphones calling in who want to debate and get in line for New Business Item 43. We are at A.

Ladies and gentlemen, I am going to remove all of those calls, start over, and suggest something. When we get into New Business, while we are entertaining debate, say, on Item 2, I am going to permit the secretaries to take calls on Items 3 and 4, so that we might get ahead of the game some. But that is a little too far ahead of the game. So that will be the operation when we get to New Business.

Now then, the Hilda Machling Fellowship Awards presentation. The Hilda Machling Fellowship program was established in 1959 to honor the first executive secretary of the Association of Classroom Teachers.

Through the program NEA grants stipends for projects leading to the advancement of Association work, professional involvement, or development of professional tools and techniques. Awards are made to individual classroom teachers, groups of teachers within the same school system, or local associations affiliated with NEA.

It is my pleasure to present to you at this time *Burnettia R. Denny*, NEA Board member from Louisiana and chairperson of the Hilda Machling Fellowship Awards Committee, to present the awards. *Ms. Denny*.

Burnettia R. Denny (Indiana): I bring you greetings and awards from the Hilda Machling Fellowship Committee. The other members of the Committee are on stage with me. They are *Katie Pringle* from Louisiana; *George Lewis* from North Carolina; *Fred Shearer* from Iowa; and *Denzil Arrington* from Arizona.

Please note that in the packet of registration material, you received is a Hilda Machling brochure. Do read it to discover how to become a Hilda Machling Fellow. Two local associations and one individual teacher have been awarded fellowships this year.

Our first award is presented to *Barbara Anderson* of Oklahoma. *Barbara*. (Applause)

Barbara submitted a local association project for the Putnam City (Oklahoma) Association of Classroom Teachers entitled "Top Priority: Kids and Teachers." *Barbara* is receiving this award now from *Katie Pringle*. (Applause)

The second fellowship is awarded to *Berlyene Miller* from Michigan for the Negaunee Education Association. This project certainly has an extended title. The title of *Berlyene's* project is "Investigation of the Role of the Local Association in the Monetary of the Total Implementation of Federal Guidelines, such as Title IX." This award is being presented by *George Lewis* to *Berlyene Miller*. (Applause)

The third award is to *Dennis Martin* of Plummer, Idaho. *Dennis* is a teacher in the Kurdeleen Tribal School and submitted a project entitled "Kurdeleen Tribal History Project." With the help of his students, he will create a course on the unwritten history and culture of his tribe. *Fred Shearer* is presenting this award. *Fred* is from Iowa. (Applause)

The completion of awards for this year only signifies the beginning for awards in 1977. If you possess creativity, enthusiasm, and ideas, don't let them lie around going to waste. Read the brochure and find out how you may be a winner next year. Thank you, *President Ryor*. (Applause)

President Ryor: Last year we were all privileged to have had the able and effective leadership of *James A. Harris*. As NEA president he led the NEA to ever greater accomplishments. His efforts and work for the young people, the teachers, and the United Teaching Profession will long be remembered.

Jim, it is my pleasure and honor to present you with this plaque and pin (applause) as a symbol of the appreciation and gratitude of the National Education Association. (Rising loud applause)

The plaque reads, "For distinguished services, *James A. Harris*, president of the National Education Association, 1974-75." *Jim*.

Past President *James A. Harris*: *President Ryor*, fellow friends in education: The Master Teacher must have had this award and this occasion in mind when He said, "It is more blessed to give than to receive." (Applause)

I am delighted with it, and I shall display it proudly.

I would like to take advantage of this moment to say welcome and thank you to the delegation of New York, just as so many of you have expressed your welcome and thank you to them. For I can remember well when three of them—*Mr. Bushweiler*, *Mr. Myslimi*, and *Mr. Robisch*—came to us, asking us to help them keep their hopes alive, and the Executive Committee went in their pockets to say, "Keep it up," and to provide that encouragement that they were asking for. And then so many of the strong leaders across the state joined with them.

I think about *Jim Cullen* and *Catharine Barrett* and *Mary Carden* and *Reggie Washington*, *Marjorie Carter*, *Lloyd Elm*, *Tom Pisa*, and so many others who kept that flame alive. And now it is my understanding that on a given issue, some of the delegates of New York might find themselves voting on one side of the issue and some voting on the other side of the issue, and all of them still able to look forward to coming back again the next year. (Applause)

The war that you have waged in New York, the struggle that you have had, is not unlike that which is being experienced by teachers across this land as those organized bodies, those boards who ought to be supporters, find themselves rather doing what they can to see to it that education never really becomes what it ought to be.

And we have to have that same kind of hope, that same kind of inspiration that kept you going. In fact, we have to unite the full potential of this organization as it has never been united before (applause) to see to it that education isn't crippled—for no other organization has the potential, the intellect, the know-how to do what this organization could do.

And if we should fail, not only would we be doing a disservice to those teachers and students

and education in general—which, by the way, can easily be described as the most neglected element in this society—but also we would be finding ourselves failing to make the commitment and failing to make the contribution that must be made if this nation is going to remain the great nation that it is.

You know, I can't help but think as I see some of those people whom we find on the opposite side of the table that they run for those offices without the inspiration, without the experience, and without the know-how. I am told that some of them run for those positions with the understanding that the job is just like taking candy away from a baby. I'd rather picture it as choking off the oxygen hose to a sick society that needs everything that we have to offer.

And we are going to see to it, as we unite ourselves behind the efforts of our president and our Executive Committee and those newly elected officers, that we keep this organization moving in the direction that it must go.

I thank you, *President Ryor*, for an opportunity to make these remarks. I thank you again for this award, this Past President's Award. I appreciate it tremendously. In fact, I would be pleased if some day I had an opportunity to reciprocate. (Applause)

President Ryor: So that you might be prepared, after the next report on the Bicentennial project, we will pick up with New Business Item B. And during the discussion of New Business Item B, I will entertain phone calls to New Business Item C and to New Business Item I.

Now then, the NEA Bicentennial project, co-chaired by *Helen Wise* and *Jim Harris*, embarked the NEA into a new, comprehensive, and effective series of events and programs that re-dedicated the NEA to the spirit of our Declaration of Independence and that pointed to an ever-growing interdependence among all people.

It is my pleasure to present *Dr. Helen Wise*, past president of NEA, to give a summary report of our Bicentennial project. *Dr. Wise*. (Applause)

Helen Wise: Thank you very much. Four years ago the NEA Executive Committee authorized the establishment of a Bicentennial Committee to plan our own celebration.

From the very beginning we decided that we wanted the NEA to make history, rather than to recall it, and to honor the past with a celebration of the future. In so doing we hoped to bring about a major turning point in the direction of education, a new beginning.

I am pleased to say that I think we have achieved that goal. In your convention registration packets you received the NEA Bicentennial summary report to provide you with background information on the 20 projects that were conceived, developed, and implemented under the theme "A Declaration of Interdependence: Education for a Global Community."

But I'd like to make special mention of just a few of these projects.

First, we re-examined the original set of cardinal principles to determine their validity and responsiveness for the 1970s and beyond. They will be printed as a special feature in the September 1976 issue of *Today's Education* and will be expanded into a book to be released by NEA sometime in 1977. They will give impetus for our locals and our states to re-examine our mission and where we are going.

On behalf of the NEA and the NEA Bicentennial Committee, we are very appreciative to *Dr. Harold Shane* and his committee for carrying out that study.

Secondly, under the direction of *Dr. Harold Wigren*, NEA telecommunications specialist, we conducted a series of satellite broadcasts with teachers in over 22 locations—Appalachia, Alaska, Hawaii, and the South Pacific—who have little contact with their counterparts in other countries.

Some of you have heard me say that of all the things I have done with the NEA, one of the most exciting potential activities has been our role in satellite broadcasting because we are there first and we are the leading organization in international educational experiments with satellite communications.

Third, we have conducted a survey of our members to determine the extent to which women play a decision-making role in education. The results are somewhat startling. They are in our Bicentennial summary report, and I urge you to use those results as you plan programs in your locals in the coming years.

Fourth, we have co-sponsored with the Pennsylvania Bicentennial Commission the "My America" contest for students nationwide. I will represent you on the 4th of July in Valley Forge, Pennsylvania, when the President of the United States and the governor of the Commonwealth present the awards to the 53 winners. I have had a chance to see the state winners, and they make us truly glad to be teachers.

Fifth, we co-sponsored with the American Cyanamid Company and the Department of State

the NEA Bicentennial Global Teachers Meeting. You will learn more about this when you meet these participants tomorrow morning.

Sixth, we conducted an essay contest for teacher members of the National Education Association sponsored by the *Reader's Digest*. Thirty-three manuscripts were selected for final screening. From this number three top winners were chosen, ten received honorable mention. *Jim Harris*, my co-chairperson, will join me in presenting prizes to the three top winners at this time.

The first prize of \$1,000 goes to *Julia Moore Rockleff* from Tulsa, Oklahoma. (Applause) The title of her manuscript is "The Isle of Man: A Piece of the Continent, A Part of the Man." It is in your report. I urge you to read it. And it will be in the September issue of *Today's Education*.

The second prize of \$500 goes to *James D. Creary*, Kansas City, Missouri. (Applause) The title of his manuscript is "Leadership for Liberty: The Essence of the American Revolutionary Tradition." I think you should know Jim is Mr. Bicentennial in his state. He is the winner of the second prize in this contest. He is the winning teacher-sponsor of the "My America" contest, and he is the Bicentennial network contact for his state. He leaves tomorrow morning to join his student and his parents with the all-expense tour for state winners in the "My America" contest in Harrisburg this week. And we are very pleased to have him with us. (Applause)

The third prize of \$300 goes to *Ruby Abbott* from Hanahan, South Carolina. (Applause) The title of her manuscript is "The Interdependence of All Peoples."

Hundreds of teachers entered the contest and we are very proud of all of them.

Seventh, we established the NEA Peace Trophy, established in honor of *Dr. Sidney Durrus*, a former staff member and the original staff consultant to the NEA Bicentennial Committee. This trophy is to be presented to the NEA and WCOTF associations deemed as having made the most significant contributions to the global community concept.

The original trophy which you see right here will be placed on permanent display at NEA Headquarters and will be appropriately engraved each year. Each award-winning organization will receive a miniature duplicate of the trophy.

It is my pleasure to announce that the panel of judges has selected the Maryland State Teachers Association to receive the first trophy. Will somebody from Maryland please come forth to accept this. (Applause)

We think this was a surprise, so we'd like somebody from Maryland to scurry up here to get this. Maryland, are you back there?

I will go ahead while we are waiting. I will finish this, and then we will divert and give Maryland their trophy.

Eight, we published the *Bicentennial Idea Book* and mailed it to 150,000 schools across the country. I know many of you used it to plan your own celebrations.

Nine, we commissioned an official NEA Bicentennial Medallion. Many of you have already purchased it. And if you haven't, they are still for sale in the convention center lobby.

None of these projects would have happened without your support. And I thank you all for a job well done. Special thanks to my co-chairperson, *Jim Harris*, and members of the Bicentennial Committee, and especially—and how appropriate—especially *Tom Bush* for four years of Friendship Night. He has done it alone. (Applause)

The Maryland State Teachers Association was selected for the NEA Peace Trophy because of its specific active approach to the basic human problem of social injustice.

While the Bicentennial Committee extends its concern for the human condition to the global community, we believe that educators maintain a responsibility for action for peace and justice in their own state, local, and professional associations, as well as in international and global areas.

Maryland's program represents a model that should be replicated or adapted by every association. And we congratulate them for their award.

I have one more thanks, too, that we just have to make. Because in any program like this there has to be one person, and we have one person who has made it all possible and without whom there would be no NEA Bicentennial. I think she is awfully glad that it is going to be over on the 4th of July. But I want you all to join with me in thanking our staff director of this program, *Janice Colbert*. Janice, will you stand please. (Applause)

The NEA Bicentennial program ends at this annual meeting. We may be the only NEA committee to ever go out of existence, and that is kind of nice. But we hope that it has launched new commitments for education of our nation's youth.

And I would ask that you would stand and join me in a recommitment as I read to you the

Declaration of Interdependence adopted by our NEA Board as our commitment to our third century of education: Would you stand while we do this.

We the people, facing a world crisis, realize the imperative to reaffirm the truths that differences of age, color, and belief are natural; that diverse groups, institutions, and ideas should be viewed as stimulating elements for the creative development of all; and that to generate unity in diversity is the responsibility and challenge before women and men of every nation.

We therefore urge all to join in cooperative action:

- To inspire, release, and coordinate our human and material resources;
- To nurture the will to live and thereby rescue the future from the angry condemnation of the past;
- To champion the uniqueness of the person, human dignity, and universal rights;
- To develop a real sense of interdependence based on reciprocity;
- To assist other institutions in our society in working toward greater understanding of global problems;
- To insure that all factors of life are returned to balance, for the health and good of all;
- To strive together to discourage hostility, elusiveness, and brute aggressiveness;
- To foster an enlightening synthesis through education, planning, human encounter, and service.

Being sisters and brothers of a common origin, no longer sufficient unto ourselves, we hereby declare the supreme value of interdependence as the door to our survival and fulfillment—for we the people shall kindle the torch of hope, shall link hands over the earth.

Thank you very much. (Applause)

President Ryor: Thank you very much, Helen and Jim and the Committee. I'd like at this time to recognize at Microphone 8 *Betty Roper* of Oklahoma for a question of privilege.

Betty Roper (Oklahoma): President John and fellow delegates, needless to say, speaking for the Oklahoma delegation, we are very proud of our two winners this morning, *Barbara Anderson* of Putnam City and *Julia Rackleff* from Tulsa.

I would like to present to this delegation three members of Julia's family, her daughter and two granddaughters, and her president, *Walter Lambert*. Would you please make them welcome. (Applause)

President Ryor: Thank you very much. I'd like to turn our attention to New Business Item B, submitted by the NEA Board of Directors. Microphone 6, *Gary Mitchell*.

Gary Mitchell (Iowa): *Gary Mitchell*, NEA director from Iowa, speaking for the NEA Board of Directors. I move the 1976 Representative Assembly reaffirm the Association's policy concerning merger with other organizations as follows: The NEA and its affiliates will not enter into a merger requiring affiliation with the AFL-CIO or any other labor organization. I have a second, *Daisy Moody*, at Microphone 1, and I would like to speak on the item.

Motion was seconded by *Daisy Moody* of Virginia.

President Ryor: Microphone 6, *Mr. Mitchell*.

Mr. Mitchell: President Ryor and delegates of this Assembly, it is important that we reaffirm our position at this time. Passage of this item would do that. It would also serve as a policy directive for NEA affiliates' leaders and staff regarding merger with other organizations.

We have gone through some difficult times. Let us make sure that this doesn't happen again. We truly want an independent organization working for the good of teachers and youth of our nation. I urge passage of this item. Thank you.

President Ryor: Thank you very much. Microphone 1, *Daisy Moody*.

Daisy Moody (Virginia): Thank you, sir. The arguments were made on this issue on the floor of this Representative Assembly in 1974 and 1975. We voted it up in '74; we reaffirmed in '75. And I feel that it is appropriate that we reaffirm it at this time. I urge your support of New Business Item B.

President Ryor: Microphone 11, *Nexton Marshall* from the state of Arkansas.

Nexton Marshall (Arkansas): *Nexton Marshall* of Arkansas, one of the retiring members of the NEA Board of Directors, speaking on behalf of the Board of Directors.

Mr. President, members of this 14th RA. For several years we have been wrestling with this issue. We have discussed its merits, pro and con, all over this great country. Much of your time has been spent exploring every facet of this issue.

We have taken a stand and have resisted every effort to alter this stand from without and from within. With this stand in focus, we have completed unification and are approaching the 2 million mark in membership. That is progress.

Therefore, on behalf of your Board of Directors, I urge you to reaffirm our Association's policy that the NEA and its affiliates will not enter into a merger requiring affiliation with the AFL-CIO or any other organization and will continue to stand tall as an independent united professional organization. Thank you very much. (Applause)

President Ryor: Thank you. Microphone 1, *Mary Hatwood*, state of Virginia.

Mary Hatwood (Virginia): *Mary Hatwood*, Virginia, speaking as an individual. I move the previous question. And I have a seconder, *Daisy Moody*.

Motion was seconded by *Daisy Moody* of Virginia.

President Ryor: There is a motion to close debate on the previous question. All those in favor . . . opposed . . . debate is closed.

The question is the adoption of New Business Item B. All those in favor . . . opposed . . . the motion carries.

The next item of business is New Business Item C. I want to remind those of you who are calling in one more time of the operational procedure here. We are now on New Business Item C, so we will entertain phone calls regarding New Business Items 1 and 2. New Business Item C. Microphone 11, *Wyley Elliott* from the state of Arkansas.

Wyley Elliott (Arkansas): *President Ryor*, I'd like to move the adoption of New Business Item C. I am representing the Board of Directors. I have a second at Microphone 6, and then I would like to speak to the motion.

President Ryor: Very good. Microphone 6.

Motion was seconded by *Hank Harrison* of Alaska.

President Ryor: Microphone 11.

Mr. Elliott: *President Ryor*, fellow delegates, and, I hope, fellow political action specialists: We have reached the time in our history when we are ready to endorse a presidential candidate. This has been a long process, a tedious one in many cases.

The NEA-PAC Council and the NEA-PAC Steering Committee have worked hard with you, as well as with delegates around this country, to reach this point. *President Ryor*, I feel the "no endorsement" mandate is a handicap to the flexibility of this endorsement. And I urge its removal by this body.

"No endorsement" to me is partially a cop-out. It is a situation that, I think, says to the people that we are willing to take no stand at all. I think it is time that we as teachers go past the point of saying that we have the rights and duties of citizenship; we also have the obligation to stand up and be counted publicly in political actions. And we are at this point.

To me, "no endorsement" says that we wish to take no stand. We have moved in this direction, and I think, from the chairman of NEA-PAC down to each member of the Council, we are in agreement that the ballot that we are proposing to move to would include the name of the candidate that we would recommend or submit, and a "Yes/No" provision for that vote. I think this provides adequate ways to say No to the candidacy of anyone who is nominated.

As you know, the conventions will not be over until August. We will meet again August 21, and at that time definitely the final ballot will be sent out. I do not know at this time whether it would have two names, one name, or otherwise. That is a decision left up to the Council by this RA.

I know in your very fine address yesterday you spoke to many of these points, and I hope the delegates will remember it and vote to remove the "no endorsement" mandatory provision from there. And I do urge the adoption of this. Thank you very much. (Applause)

President Ryor: Microphone 11, *Judy Owens*, the state of New Jersey, speaking against.

Judy Owens (New Jersey): Mr. President, I am speaking for the delegation. The New Jersey delegation has gone on record in opposition to this item.

The NEA-PAC Council has made no decisions on the makeup of the ballot, which means that all options are open at the present time. Our members have been promised over several years that they would have a "no endorsement" option, and we feel that that promise should be kept.

We must also remember and weigh the opposite points of view, and compare the effect that our endorsement may have on the presidential race with the effect on our own organizations if

the members feel that they have been run over by a train. New Jersey urges the delegates to vote No on this item. (Applause)

President Ryor: Microphone 8, *Donna Cobb* from the state of California.

Donna Cobb (Oklahoma): It is Oklahoma.

President Ryor: My apologies.

Ms. Cobb: Speaking for the delegation and as a member of the NEA-PAC Council, the views that have been expressed here today have identified a vital opportunity for NEA to prove itself the political force it is and must continue to be for the youth of this country.

We said that we will endorse a presidential candidate. We spent time, money, and energy in the last few years to accomplish this goal. We received press coverage and national recognition as a voice and as a vote to be dealt with in this election year.

Now, we must follow through with our commitment to the profession. That is credibility. Credibility—the one quality that we expect from every candidate we support on the local, state, and national levels.

One of the two nominees will be the President of the United States. If it is at all possible to say to our membership that one is better for education than the other, then we must assume our role of leadership and prove our credibility, or we will never again be able to expect a candidate to consider the teachers of this country a viable political force who are active, first-class participants in the democratic process. Oklahoma urges your support of New Business Item C. (Applause)

President Ryor: I have at Microphone 1 *Harley Miles* from the state of Virginia for the purpose of placing an amendment.

Harley Miles (Virginia): *Harley Miles*, Virginia, speaking as an individual. We voted overwhelmingly to support and endorse New Business Item C. We add the following lines: "The names of the candidates of both of the major political parties shall be included on the endorsement ballot. Information which pertains to the candidate that NEA-PAC recommends for endorsement will be included with the ballot." I have a seconder at this microphone.

... Motion was seconded by *Charlie Hill* of Virginia.

President Ryor: Microphone 1.

Mr. Miles: I yield my time to *Denis Deane* from Virginia.

Denis Deane (Virginia): The Virginia Education Association is on record as being in favor of freedom of choice. We have every intention in Virginia of endorsing a political candidate, but we do want an option to be able to endorse a candidate.

We support the original amendment, that to delete the concept of "no endorsement." However, we want both political parties put on the ballot so that we do have a viable choice and so that we can run a certain person clear out of the state. Thank you. (Applause)

President Ryor: Thank you. Microphone 6, *Paul Mann*, Iowa, speaking on the amendment. The issue before us now is the amendment placed by *Harley Miles* of Virginia.

Paul Mann (Iowa): I don't wish to speak at this time.

President Ryor: Thank you. Microphone 6, *Herbert Aalpoel* from Massachusetts.

Herbert Aalpoel (Massachusetts): *Herbert Aalpoel* from Massachusetts, speaking as an individual. I would like to yield this to Microphone 21, *Helen Wise*.

Helen Wise (Pennsylvania): *Helen Wise* from Pennsylvania. Since I am not a delegate to this convention, Mr. Chairman, I can't speak without your permission and that of the House, and I respectfully request that permission.

President Ryor: If there is no objection, I will grant it. (Applause)

Dr. Wise: Thank you very much.

President Ryor: Let me place the question. If there is no objection in the House, I'd like to grant *Helen Wise* permission to speak to the issue. Hearing no objection—

Dr. Wise: Thank you. I speak to you as a past president, as a fledgling politician, and, most importantly, as one of you. I speak to you against this amendment and in favor of the original motion.

I speak to you as a teacher in the classroom every day and as a member of this profession, and I urge you to rescind the "no endorsement," to adopt no amendment, and to go back to the original process which we adopted two years ago in Chicago when the Representative Assembly overwhelmingly approved the procedure without this position.

It was not a precipitous decision. A committee of this Association, broadly representative of all of you, spent a year studying, deliberating, and listening. It was developed by NEA-PAC, by

the Board, and by this Delegate Assembly. Our process is the most democratic process in the country. We will involve every local and every teacher.

You have your representative on NEA-PAC to determine the makeup of that ballot. Let us not tie their hands. They represent you; you tell them what to do.

President Ryor: Your time is up, Helen.

Dr. Wise: Thank you very much. (Applause)

President Ryor: Microphone 5, *Ken Plants* from the state of Michigan.

Ken Plants (Michigan): *Ken Plants*, speaking as an individual. I'd like to yield to *Keith Geiger* at Microphone 2.

President Ryor: Microphone 2.

Keith Geiger (Michigan): *Keith Geiger* from Michigan, speaking as an individual. I speak in opposition to the amendment. It is my understanding that there are at least two other amendments that will probably appear on this proposition, and I would like to speak against all of them.

The NEA-PAC Council has spent many, many months trying to deliberate as to what the ballot might look like. The only thing that I can guarantee you is that we are committed to giving you a choice. You will have a choice of Yes or No. Whether there will be one name on the ballot or two names on the ballot, I don't know. But I think it is unfair for us to decide what the ballot is going to look like prior to either of the national conventions.

I strongly urge your defeat of this amendment and any other amendment that comes before the body, and I urge your support of the original resolution. Thank you. (Applause)

President Ryor: Microphone 1, *Jeanne Miles* from the state of Virginia, speaking for.

Jeanne Miles (Virginia): *Jeanne Miles*, state of Virginia, speaking as an individual. As a believer in the democratic process in this country and as a believer that NEA supports that, it seems to me that we must vote for the amendment because the democratic process supports choice, supports the idea that when a voter goes to a ballot, the voter has a choice. The decision lies with the voter, not just with those who prepare the ballots. Thank you. (Applause)

President Ryor: Microphone 16, *Dale Rumberger*, state of Ohio, speaking against.

Dale Rumberger (Student NEA): I am president of the Student NEA, speaking against the motion. After a stand by our caucus, I would like to yield to *Oliver Ocasek* at Microphone 6.

President Ryor: Microphone 6, *Senator Ocasek*.

Oliver Ocasek: President John and fellow delegates, I would remind you that if you want to go to the extreme of democracy, we had eight people running for the President of the United States four years ago. If we want to clutter up a ballot, you can get lots of names on them.

I don't fear the NEA-PAC; I don't fear the NEA's getting into the 20th century and making a political decision; I don't fear the democracy's giving the people a ballot to vote Yes or No. When I get my ballot, I will have an opportunity to vote for or against.

God help us if we go to the extreme of giving our Congress or state legislature, even this representative body, two negatives and one positive, which we are laboring under from last year. You can vote Yes or No, or you get another negative vote by saying "Not now."

So I oppose all amendments to this motion. I support the motion. Let's get on with political activity. (Applause)

President Ryor: Microphone 22, *Charles Varney* from the state of Ohio.

Charles Varney (Ohio): I pass.

President Ryor: Microphone 6, *Ruth Keeling* from the state of Missouri, speaking against.

Ruth Keeling (Missouri): Thank you, *President Ryor*. *Ruth Keeling*, NEA director for Missouri, speaking for the Missouri delegation. The Missouri delegation overwhelmingly voted to support New Business Item C without any amendments to it.

Much of the argument has been stated before, but I think we need to be careful when we hear that we are not being given a choice. You are assured of a choice. This is not being denied you. It's often been said that it takes from 25 to 50 years to get any relevant change in education. We in the United Teaching Profession know that this isn't true because NEA has done a 180-degree turn in less than 25 years.

Now, it may turn out that we do not endorse a presidential candidate. This is up to delegates to this RA to decide. But for goodness sake, don't give the PR people a heyday by letting them say, "All of a sudden four years ago they started saying they were going to endorse, and they have come so near welching out that they have even put 'no endorsement' on the ballot, or they have put all the candidates on the ballot for fear that an endorsement will be made."

So I urge you to defeat this and any other amendment proposed and to pass New Business Item C as written. (Applause)

President Ryor: Microphone 19, *Laurence Morgan* from the state of Tennessee.

Laurence Morgan (Tennessee): Thank you, Mr. President. I'd like to move to close debate on the subject. (Applause)

President Ryor: Is there a second to that motion?

... Motion was seconded by *Sam Beasley* of Tennessee.

President Ryor: There is a motion to close debate on the previous question. All those in favor ... opposed ... debate is closed.

We are now voting on *Mr. Miles'* amendment, which states, "The names of the candidates of both of the major political parties shall be included on the endorsement ballot. Information which pertains to the candidate that NEA-PAC recommends for endorsement will be included with the ballot." It is an amendment by addition. All those in favor ... opposed ... the amendment loses. We are back to the main motion. (Applause)

Microphone 1, *Marjorie Head* from the state of Florida, speaking for.

Marjorie Head (Florida): *Marjorie Head*, Broward County, Florida, speaking as an individual.

As a teacher, as a person concerned that teachers be political activists, speaking to issues and candidates that affect our profession, I feel strongly that we must undertake the endorsement of a presidential candidate with every intention of making that endorsement. We must not weaken our position by offering the opportunity for "no endorsement."

We must be responsible citizens participating in the democratic process of choosing the highest officer in our nation. No endorsement by teachers allows us even to stay at home on election day. We must not say we take no position. We must not say that we choose no candidate.

We will have a President elected in November, and we as teachers must have a voice in that choice. Thank you. (Applause)

President Ryor: At Microphone 14, I have *Stan Irwin* from the state of Indiana for the purpose of amending.

Stan Irwin (Indiana): *President Ryor*, I would like to propose the following amendment. And I have a second, *Walter Biddle*, at Microphone 3. Then I'd like to talk to the amendment.

The amendment would be made as follows: At the end of New Business Item C as printed, we would add "and that the NEA RA direct that the 1976 ballot for the 1976 presidential endorsement to be mailed to the delegates be prepared to contain only the NEA-PAC recommendation with the options "Yes, do endorse," "No, do not endorse." My second is at Microphone 3, *Walter Biddle*.

President Ryor: Microphone 3.

... Motion was seconded by *Walter Biddle* of California.

President Ryor: Thank you. Back to Microphone 14.

Mr. Irwin: This Assembly—we should realize that NEA is an education caucus. We are not a partisan group. We should decide our candidate based upon the education stand, not upon foreign policy, not upon any other policy. We should decide on their education stand.

We may go back and individually vote the way we want, but educationally we should vote for the education candidate. By doing this, we are giving NEA-PAC the ability to tell us that this is the best candidate educationally, that this is the one we can work with.

But it still gives you, you and the members you represent, the chance to decide whether that is the candidate you want. It still gives you the option to endorse and not to endorse. This RA set up the procedure; this RA has the right to tell NEA-PAC the way it wants its ballot.

I would urge you to support this amendment. If this amendment fails, I would urge you to vote against the motion if it continues as printed, for the simple fact is that you should have the choice. You should not have to—

President Ryor: Your time is up.

Mr. Irwin: Thank you.

President Ryor: Microphone 2, *Keith Geiger*, state of Michigan, speaking against.

Keith Geiger (Michigan): *Keith Geiger*, Michigan, speaking as an individual. I think I have gone through most of the reasons before, but I think you see now the second of the three amendments that make this body mandate what is going to be on the ballot prior to each of the conventions.

I must say that the discussion I have heard from the NEA-PAC Council is very, very sympathetic to this amendment, but the fact of the matter is that the establishment in 1974 said that the NEA-PAC Council was going to make up the ballot, not this Representative Assembly.

If this Representative Assembly today determines what the ballot is going to be like, we will probably spend the next four years arguing as to what the ballot should look like in 1980. And finally during a session in 1980, we will decide because we think we know who the candidates are going to be.

I urge your defeat of this amendment and the next one that probably will come, and I urge the passage of the main motion. Thank you. (Applause)

President Ryor: Microphone 23, *Ray Gran* from the state of Indiana, speaking for.

Ray Gran (Indiana): Thank you, *President Ryor*. Speaking for the delegation, the Indiana delegation, by a majority vote, went on record as supporting this amendment.

It seems to us that if it is going to be done, there is no problem—we can go ahead and do it. So let's do it. We speak in support of the amendment.

President Ryor: Microphone 8, *Lee Ann Kennedy*, Oklahoma.

Lee Ann Kennedy (Oklahoma): Speaking as an individual, Mr. President, I move to limit debate on all Items of New Business and all accompanying amendments to three for and three against. And I have a second at this microphone.

... Motion was seconded by *Juanita Kidd* of Oklahoma.

President Ryor: There is a motion to limit debate on this item, all amendments, and all other New Business Items to three for and three against. The issue is not debatable. It requires a two-thirds vote. I will place the motion. All those in favor ... opposed.

I am going to ask for a division. Will you turn the house lights on, please, *Mr. Mayo*. The motion is to limit debate, to change the Rules and limit debate to three for and three against. All in favor please stand ... opposed please stand ... the motion carries.

We will apply that Rule henceforth. We will still entertain three more speeches for and three against on the proposal made by *Mr. Irwin*. I have at Microphone 16 *Dale Rumberger*, Student NEA, speaking against.

Dale Rumberger (Student NEA): *Dale Rumberger*, president, Student NEA. I'd like to yield to *Ben Loyd* of Microphone 1.

President Ryor: Microphone 1.

Ben Loyd (Illinois): *Ben Loyd*, NEA Board of Directors. If after last week's decision of the Supreme Court, teachers can't understand the value of endorsing a President, we must, indeed, be slow learners. (Applause)

We have developed a plan to do this. If resulted from long consideration. It has adequate safeguards built in. Let's not kid ourselves about the ultimate intent of this and all amendments. I urge you to defeat this and all other amendments that come that are designed to hamstring the efforts of NEA-PAC. (Applause)

President Ryor: I have at Microphone 5 *Steve Manor* of Michigan with a motion to close debate. I am going to suggest, *Mr. Manor*, inasmuch as we have just changed the Rules, that that motion would not be in order at this time.

Steve Manor (Michigan): Thank you.

President Ryor: Microphone 2, *Bill Newton* of the state of Minnesota, speaking against.

Bill Newton (Minnesota): I'd like to yield to *Bob Grenert* of Indiana.

President Ryor: *Bob Grenert*, what microphone, please?

Mr. Newton: I believe he is at Microphone 8.

President Ryor: Microphone 8, *Bob Grenert*, Indiana. No, he is not at Microphone 8. Microphone 23.

Bob Grenert (Indiana): *Bob Grenert*, member of the NEA-PAC Steering Committee and also member of the Indiana delegation. I would like to say in a minority report from Indiana that the vote was 95 in favor, 93 opposed.

President Ryor: Microphone 25, *Dora Scott*, Texas, speaking for.

Dora Scott (Texas): *Dora Scott*, Texas. I'd like to yield my time to Microphone 8, to *Paul Mann* from Iowa.

President Ryor: Microphone 8, Microphone 6, please. Pardon me.

Paul Mann (Iowa): At the NCAU convention I was the original maker of this resolution. I think that if you people will look at it, you will see it is based on a great deal of confidence in the competency of our elected leaders in NEA-PAC; it is based on the principle that we will accept

their recommendation much as the Assembly accepts or receives a committee report. We will then move to adopt or accept their recommendation, or we will vote that we will not accept their recommendation; therefore, we will not have an endorsement.

I respect very much the opinions that have been expressed, that we do have confidence in NEA-PAC. I do not see this as an effort to tie their hands. I think this will eventually be the ballot NEA-PAC chooses. As the vice-president of the political action in Iowa, I feel that this will be the final ballot. And I ask you to vote in favor of this amendment.

President Ryor: Microphone 8. *Earl Barnett* from the state of Alabama, speaking against.

Earl Barnett (Alabama): I want to say that the entire delegation of the state of Alabama has voted to support the main motion to rescind "and no endorsement."

This time last year there was a lot of confusion about this situation, and I believe that I was the one who caused the Alabama delegation to vote to put the "no endorsement" on there. Since that time I have definitely seen the light, (applause) and so I would like to add that if we are going to have any credibility at all for candidates, if we really mean that we are in this business—we in Alabama have learned the hard way, by dealing with the Wallace administration—you have to play hard-nosed politics. We have learned you are going to have to get in or out—there is no middle of the road.

We believe anything that would dilute that would weaken NEA-PAC and weaken our chance of endorsing a President. The recent Supreme Court rulings—you realize, of course, that all the avenues are through the legislative process. Let's defeat the amendment, get back to the main motion, and pass that. And let's elect a President. (Applause)

President Ryor: Time is up. Microphone 19. *Laurence Morgan* from the state of Tennessee for a parliamentary inquiry.

Laurence Morgan (Tennessee): Mr. Chairman, a few minutes back you made a ruling that a motion to close debate was not in order. As I understand parliamentary procedure, a motion to close debate is in order at any time.

President Ryor: Mr. Morgan, I ruled that, in effect, it was dilatory at the time because we had just changed the Rules and had only heard one speech after the Rule changed. I thought it would be unfair at this point.

Mr. Morgan: You may have been of that opinion, but I think we have heard enough on the subject already. We'd like to have the opportunity to close debate.

President Ryor: That is the privilege of the house.

Mr. Morgan: Is that in order now?

President Ryor: That is in order.

Mr. Morgan: I move to close debate.

President Ryor: No, sir, you cannot do it. You got the floor on a parliamentary inquiry.

Mr. Morgan: I have another gentleman.

President Ryor: I am sure you do, but we have a long list here. (Applause)

Microphone 10, *John Tennyson* from the state of Arizona.

John Tennyson (Arizona): I was going to close debate, but you ruled that it is improper.

President Ryor: You can do it.

Mr. Tennyson: I move to close debate if it is not improper.

... Motion was seconded by *Julia Mason* of Arizona.

President Ryor: The question is to close debate on the previous motion. All those in favor . . . opposed . . . the motion is carried. Debate is closed on the amendment proposed by *Mr. Irwin*.

The amendment is that we add at the end of New Business Item C: "and that the NEA RA direct that the 1976 ballot for the 1976 presidential endorsement to be mailed to the delegates be prepared to contain only the NEA-PAC recommendation with the options of "Yes, do endorse," "No, do not endorse." All those in favor . . . opposed . . . the motion loses.

We are back to the main motion, New Business Item C. Three for and three against. Microphone 16, *Dale Rumberger*, SNEA, speaking for.

Dale Rumberger (Student NEA): Dale Rumberger, president, Student NEA, speaking in favor of the motion. Ladies and gentlemen, I know that it is hard for us to put faith and trust in leadership when they are removed from us and that there is leaping paranoia bounding through certain delegations.

But I personally cannot stand another four years of punishment to education. I think we have to come out of this convention in a unified spirit and back of the political action endorsement if there is one that comes down in the Political Action Council. And then we have to avow our trust in them now. Thank you.

President Ryor: Microphone 9, *Linda Hogan* from the state of Indiana, speaking against.

Linda Hogan (Indiana): *Linda Hogan*, speaking as an individual. I am against rescinding or in favor of maintaining "no endorsement" on the presidential endorsement ballot. It is my feeling that the grassroots members are finally becoming aware that NEA political involvement is essential. However, in view of the present forerunners, and realizing that these candidates have been invited to and have yet to honor the invitation to address our RA, I feel it is extremely important that we have the choice of "no endorsement." Thank you, Mr. President.

President Ryor: Microphone 1, *Marshall Farris* from the state of New Mexico, speaking for.

Marshall Farris (New Mexico): *Marshall Farris* from New Mexico. I wish to yield to *Dorothy Steele*, Microphone 8.

President Ryor: Microphone 8, *Dorothy Steele* from the state of Kansas.

Dorothy Steele (Kansas): Mr. President, the amendment that just failed was the motion to which I wished to speak, and it would be inappropriate at this time, so, therefore, I pass.

President Ryor: Thank you very much. Microphone 3, *Gerald Reedy* from the state of California, as an individual, asking for a point of parliamentary inquiry.

Gerald Reedy (California): Yes. Mr. President, I would like to inquire why *Mr. Rumberger* of the state of Ohio has been recognized three times to speak on New Business Item C, and others who have had requests in have been denied the opportunity to speak once. (Applause)

President Ryor: Well, I'd like to respond to that. *Mr. Rumberger* has not spoken on the main motion except once. He spoke on each of the two amendments, as I recall.

Mr. Reedy: He has also yielded time. He has been recognized by the Chair three successive times.

President Ryor: I feel that I am getting the slips as they come to me. Those are the facts. (Applause)

Microphone 21, *Richard Robertson*, the state of Montana, speaking against.

Richard Robertson (Montana): Mr. Chairman, my original intent was to speak against, but I think we are beating a dead horse, and I would like to move to close debate.

President Ryor: The motion is to close debate. Is there a second? Microphone 4 please.

... Motion was seconded by *Steve Weber* of Minnesota.

President Ryor: Thank you. The motion is to close debate on the previous issue. All those in favor ... opposed ... debate is closed.

The item is New Business Item C. All those in favor ... opposed.

A division. Turn the lights up. *Mr. Mayo*. The question is whether or not this Assembly should adopt New Business Item C. All those in favor please stand ... opposed please stand ... the motion carries. (Applause)

I should like to say that there were something like 50 people who called in that we didn't get to, and the Rule change—three for and three against—prevented that. I appreciate the concern for and against.

New Business Item 1. I remind the delegates again that we will accept calls during this debate for New Business Items 2 and 3. Microphone 13, *Bruce Schwartz* from the state of North Dakota.

Bruce Schwartz (North Dakota): Thank you, *President Ryor*. *Bruce Schwartz* from North Dakota, speaking for the delegation. Before I move the adoption of this New Business Item, I would like the Chair to rule on a request to delete the three words, "in the future" in the second to the last line.

President Ryor: I see no problem at all with that editorial change. It doesn't seem to me it changes the intent of the makers, inasmuch as North Dakota is the maker of the motion.

Mr. Schwartz: Thank you, *President Ryor*. Then I will move the adoption of New Business Item 1, which reads:

The staff and officers of the National Education Association are directed to cease immediately all lobbying efforts on gun control legislation and take no official Association position on this issue.

I have a second at this microphone.

President Ryor: All right, place the second, please.

... Motion was seconded by *Dave Van Langeveld* of Utah.

President Ryor: All right, back to Microphone 13, *Mr. Schwartz*.

Mr. Schwartz: Yes. No, I do not wish to speak to the motion.

President Ryor: All right. Microphone 8, *Maryann Ligato*, state of Michigan, point of parliamentary inquiry.

Maryann Ligato (Michigan): On Sunday we passed a Rule change that provided that the rationale would accompany New Business Items. New Business Items have been distributed through New Business Item 70 without that rationale.

The intent of that Rule change was to expedite the business of this Assembly. That Rule change has not been complied with. I realize at this time these New Business Items have been printed, but I would request that the intent that was placed on the form be printed as quickly as possible and distributed to the delegates.

President Ryor: Maryann, to begin with, these New Business Items had been prepared at the time the motion was made. We didn't feel it fair to make it retroactive on the items that had already been submitted.

I suspect that it is within the prerogative of those who move the issue to also explain the intent. To that end I asked *Mr. Schwartz*; if he wanted to speak for the motion, because these New Business Items were submitted prior to the passage of that question by this Assembly.

Ms. Ligato: *Mr. Ryor*, that was not the information that I obtained from *Mr. Mayo* the day the Rule change was passed. At that point New Business Items through Item 4 had been printed. He had turned in to you through New Business Item 25. They had not yet been printed. And Items 26 through the rest had not been turned in yet.

President Ryor: That is true, but we are on New Business Item 1, Maryann. You are absolutely right.

Ms. Ligato: My question is, Would it be possible to comply with the Rule and have the intent of those items printed up so that they would be available to the delegates?

President Ryor: Maryann, it imposes an unreal burden in terms of preparing the rationales, and having them reprinted. The soonest we can do that is in the morning. These items had already been submitted at the time the motion had passed.

I am going to rule, for the purposes of the consideration by this Assembly, that it is perfectly in order to deal with this issue without that written rationale.

Ms. Ligato: I was not requesting that we not deal with the issue. As I said, my intent was to expedite the business, not to make it take a longer time. I was asking to have the rationale printed up as soon as possible.

President Ryor: We will do that by tomorrow morning; we will do it on the remaining items. Microphone 1, *Maureen O'Brien* from the state of Massachusetts, speaking against.

Maureen O'Brien (Massachusetts): *Maureen O'Brien*, Massachusetts, speaking for the Massachusetts delegation, in opposition to New Business Item 1. We oppose New Business Item 1.

The teachers of America support life and not death. Guns kill, and no argument can change that. (Applause)

It has been suggested in the past that controlling guns would only take them away from the good people and give them to criminals and foreign powers. I suggest that this is not a valid argument. If we are to wage war with a foreign power, God forbid, I can guarantee you that it will not be decided by handguns on the beaches of Miami, Malibu, or Cape Cod. (Applause)

It is true that gun control will not affect the so-called professional criminal, but it will affect more than 50 percent of the homicides committed in this country every year by good people who in a moment of anger or hostility reached for a gun that just happened to be handy. Most of the homicides in this country are committed by the victim's family or friends, not by an unknown criminal or an agent of a foreign power.

Please keep in mind that gun control legislation as it is now known speaks to handguns fondly referred to as "Saturday Night Specials." The only hunter of animals it will affect is the hunter of the human animal.

I beg you as molders of the minds of young Americans to stand up and be counted as advocates of legislation that would control the use of handguns and to defeat New Business Item 1. Thank you. (Applause)

President Ryor: Your time is up. I think I should call to the attention of the Assembly that while the words of the New Business Item call for the cessation of lobbying efforts, the effect of the passage of New Business Item 1 will be to rescind the gun control legislation item that was passed in 1974. All right, Microphone 16, *Frank Murphy*, state of Texas, speaking for.

Frank Murphy (Texas): *Frank Murphy*, Texas, speaking as an individual. We return to this same issue year after year, and it is time we faced a few facts.

If the sale of guns is limited and all of them are registered, we make the sale of so-called "cold" guns, which refers to unregistered guns, a very profitable business. It will double the number of residential burglaries. It will not take the handguns away from teen-agers. Those of you who are old enough to remember the zip guns of the 1940s and 1950s will know that with a cap pistol, a strong rubber band, and a length of radio aerial, in five minutes you can make a very lethal weapon, and destroy the evidence in half the time. It doesn't take a gunsmith. Any more gun control will only make more criminals. (Applause)

President Ryor: Microphone 22, John Sincaglia, state of New Jersey.

John Sincaglia (New Jersey): Thank you. I am speaking as an individual. In 1974 we voted to lobby for restriction of handguns, not all guns. This item ignores that fact.

In 1974 I spoke to this R.A. and I noted that most of the opposition then seemed to ignore the fact that it was only handguns we were seeking to restrict.

I come from an urban area; yet I can understand why people in more rural areas need shotguns. I would ask them to think about what handguns can be bought, almost as easily as a six-pack of beer.

Two years ago I reminded this body of some of the more infamous incidents that have taken place with a cheap handgun. How different our nation might have been had *Sirhan Sirhan* not been able to obtain a .22 caliber pistol. (Applause)

How many people have been shot by someone who in a moment of anger got his/her hands on a pistol and used it when they otherwise might have just slapped someone. At one time people dueled with pistols in the country, and for many years the law of the land was the law of the gun.

President Ryor: Your time is up, sir.

Mr. Sincaglia: I urge this delegation to oppose New Business Item 1. (Applause)

President Ryor: It's been brought to my attention again that the noise level is unbearably high. The delegates are having a difficult time hearing the speakers. This person suggested a lunch break would help. I am not sure that is true. We had a lunch break yesterday and it didn't make a lot of difference. I am not sure it is true. (Laughter)

It is my intention to recess for lunch at 1:15. There is a possibility that the Elections Committee will have their results by that time. If not, we will recess in any event at 1:15 and come back at 2:30 and entertain the Elections Committee report at that time. *Len Fredericks*, state of Pennsylvania, parliamentary inquiry.

Len Fredericks (Pennsylvania): There are a lot of emotional issues, I notice, in New Business Items. I would like to request that after you take the Aye and Nay votes, you also ask for abstentions. Can you do that?

President Ryor: Yes.

Mr. Fredericks: Thank you.

President Ryor: And I will. Microphone 16, Randy Reule, North Dakota. Microphone 16.

Randy Reule (North Dakota): Randy Reule, North Dakota. President John and fellow delegates: North Dakota, not unlike many of your states, is a state where some teachers are very opposed to gun control and some teachers are very much for gun control. It has given North Dakota an item that has started to run a wedge through our major goals, which include a binding arbitration bill, a new retirement bill, a higher education bargaining bill, and others.

North Dakota brings New Business Item 1 to you without emotion, to solve the problems that exist in many states across our great nation. This item does not take a stand for or against; it just states that NEA takes no position on this issue. We urge you to remember our major goals—collective bargaining for all states, one-third federal funding, minority rights, and others—and to use this knowledge to support New Business Item 1, which allows NEA to pull together tighter than ever before. Thank you.

President Ryor: Microphone 8, Jerry Stogsdill, Kansas.

Jerry Stogsdill (Kansas): Jerry Stogsdill, speaking on behalf of the Kansas delegation. As a hunter from a state with a great hunting tradition and as a former member of the Navy pistol team, I am an avid supporter of individuals' rights to own and use hunting and target weapons.

Despite the claims of some organizations, gun control legislation does not seek to deny us access to those kinds of weapons. It does seek to control the cheap, small-caliber handgun commonly known as the "Saturday Night Special." The function of these weapons is not hunting; it is not sport, but the killing and maiming of human beings. Due to their low price and widespread distribution, these weapons are easily accessible to both juveniles and adults. Possession of these weapons by students is commonplace, especially in our urban areas.

This situation poses a threat to teachers all over the country, both in and out of the

classroom. As an educator who tries to impress upon my students the benefits of living in a civilized society where reason, not violence, should prevail, I am appalled that our professional organization is asked to stick its head in the sand and ignore a problem that plagues society in general and the hallways and playgrounds of our schools on a daily basis. (Applause)

I think control of these cheap handguns should be our minimum objective. I believe our ultimate objective should be the abolishment of this type of weapon. As educators we have a sacred obligation to speak out against violence and the instruments of violence.

President Ryor: Your time is up.

Mr. Stogsdill: I urge you and the Kansas delegation urges you to defeat this proposal.

President Ryor: Microphone 22, David Abbott from the state of Ohio, speaking for.

David Abbott (Ohio): Mr. Chairman, speaking on behalf of the Ohio delegation and the Ohio Representative Assembly, we support this resolution. Ohio leadership has had more calls, more letters, more contact with membership on this issue than on any legislative issue before the legislature in the state of Ohio. We have had more problems with membership than on anything else that we have faced. We urge your support of this issue. Thank you.

President Ryor: We have had three speeches for and three against. I will place New Business Item 1 before you. All those in favor . . . opposed . . . *the motion fails.*

I have at Microphone 12 Jerry Garland from the state of Colorado to move reconsideration of Item C, Microphone 12.

Gerald Garland (Colorado): Thank you, Mr. President. I would like to move for the reconsideration of New Business Item C on the presidential endorsement. I have a second at Microphone 2, Bill Schneider.

President Ryor: Microphone 2.

. . . Motion was seconded by Bill Schneider of Minnesota.

President Ryor: Thank you. Back to Microphone 12, Mr. Garland.

President Ryor: Microphone 12, do you want to speak for your motion?

Mr. Garland: No, I do not wish to speak to it.

President Ryor: I think the body ought to know why you want to reconsider. I will place the motion. There is no one at the microphones. All those in favor . . . opposed . . . *the motion fails.*

I am going to rule New Business Item 2 out of order inasmuch as you have already supported New Business Items A and B of the Board of Directors reaffirming your other position.

New Business Item 3, Microphone 6, Len Fredericks from the state of Pennsylvania, parliamentary inquiry.

Len Fredericks (Pennsylvania): Len Fredericks from Pennsylvania, speaking as an individual. I would like to remind you to ask for the abstentions on New Business Item 1.

President Ryor: I am sorry, Item 3, Beth Nelson, state of Virginia.

Beth Nelson (Virginia): Beth Nelson, Virginia.

President Ryor: Just a moment, Beth. The noise level is again very high. Remember, we are going to break for lunch at 1:15 in order to improve the noise situation. Microphone 1.

Ms. Nelson: Beth Nelson, Virginia. Without objection, I will ask the Assembly to permit some deletions so that the item reads as follows: "The NEA continue its efforts to remove restrictive language in the Hatch Act relative to government employees participating in political activities."

The intent is the same, of course, and I would speak briefly to it if I may.

President Ryor: Just a minute please. I am going to ask you to hold on for just a minute. We have had a request for a division of the house on Item 1. And inasmuch as you haven't placed this motion yet, I am going to grant the division.

The division is on New Business Item 1 regarding gun control, the ceasing of the lobbying. I'd ask that Mr. Mayo be here and that you turn the lights up. All those in favor please stand . . . opposed please stand . . . abstentions please stand . . . *the item fails.* Thank you.

Back to New Business Item 3, Beth Nelson, Microphone 1. Beth, would you please restate for the Assembly again.

Ms. Nelson: Yes, Mr. Ryor. The New Business Item will read: "The NEA continue its effort to remove restrictive language in the Hatch Act relative to government employees participating in political activities."

The intent is the same, and I would speak briefly to it.

President Ryor: I am going to rule that that editorial change is in order. And it means effectively striking line 1, line 2, and everything up to the word "restrictive" in line 3, and inserting in front of "restrictive," that "The NEA continue"—

Ms. Nelson: That is right, *President Ryor*.

President Ryor: I am sorry—no, I am in error there, I think. I think we have to go up.

Ms. Nelson: "The NEA continue its effort"—

President Ryor: "His effort to remove restrictive language."

Ms. Nelson: Right.

President Ryor: All right. "NEA continue its effort to remove restrictive language." I am going to rule that that can be entertained as an editorial change.

Ms. Nelson: Thank you, *President Ryor*.

President Ryor: Inasmuch as I have not yet entertained your motion, Beth, we have the Elections Committee report, so we will interrupt the business and entertain the report of the Elections Committee. And when we come back to new business, yours will be the first item.

Ms. Nelson: Thank you, sir.

President Ryor: For the report of the Elections Committee, I'd like to introduce to you again *Sally MacLeod* to give that report. *Sally*.

Sally MacLeod (Oregon): Mr. President, on behalf of the Elections Committee I hereby submit the final report on the balloting and elections of secretary-treasurer, Executive Committee, and administrators on the Board of Directors.

For secretary-treasurer you have elected *John T. McGarigal*. (Loud applause)

Nancy Clark, 3,609 votes, 48.7 percent; *John McGarigal*, 3,799 votes, 51.3 percent. (Applause)

For the three-year terms on the Executive Committee you have elected *Marty Woodard* and *Robert Lipscomb*. (Applause)

Marty Woodard, 4,137 votes, 55.9 percent; *Robert Lipscomb*, 5,186 votes, 70.0 percent; *Ed Dickau*, 3,505 votes, 47.3 percent.

For the three-year term of administrator on the Board of Directors you have elected *Jack Benson*. (Applause)

Jack Benson, 3,721 votes, 52.1 percent; *Diane Newkirk*, 3,421 votes, 47.9 percent.

For the two-year term of administrator on the Board of Directors you have elected *James Sproul*. (Applause)

Joseph Duncan, 3,257 votes, 46.6 percent; *James Sproul*, 3,739 votes, 53.4 percent.

The results of balloting on amendments to the Constitution and Bylaws were as follows:

You have accepted the following amendments to the Constitution by a two-thirds vote: Amendments 3 and 4.

You have accepted the following amendments to the Bylaws by a majority vote: Amendments 18, 28, 29, and 30.

The following amendments were rejected: Amendments 1, 2, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 19, 20, 21, 22, 23, 24, 25, 26, 27, and 31.

The official tally of today's election will be posted at the entrance to the North Hall.

Mr. President, I move the adoption of this final report of the Elections Committee.

... Motion was seconded by *Secretary-Treasurer John McGarigal*.

President Ryor: There is a motion by *Sally MacLeod*, seconded by *John McGarigal*, secretary-treasurer, to adopt the Elections Committee's final report. No debate. All those in favor... opposed... the motion is carried.

Ms. MacLeod: Thank you.

President Ryor: Now then, I think we will recess at this point until 2:30 when we will reconvene.

The Fourth Business Meeting recessed at 1:15 p.m.

FIFTH BUSINESS MEETING

Tuesday Afternoon, June 29, 1976

THE FIFTH BUSINESS MEETING convened at 2:35 P.M., President John Ryor presiding.

President John Ryor: Will the fifth session of the Representative Assembly please come to order. The Chair recognizes Jim Aucutt, president of the Washington Education Association, on a point of personal privilege. Mr. Aucutt.

Jim Aucutt (Washington): Thank you, President John. Teachers are speaking out. As you stated so well in your speech yesterday, teachers will be speaking out more forcefully on all issues that affect our professional and economic lives.

We in Washington have found it necessary to pursue a similar course of action. At our recent representative assembly, our board of directors used a symbol to demonstrate our more outspoken approach to problems and also to offer some protection from our critics. As you stated yesterday, we are coming out of our shells.

We feel that when the teachers throw away their shells, you as president may need some protection. Therefore, on behalf of the state of Washington and teachers everywhere, we would like you to have one of our hard hats to symbolize the NEA's forceful approach to problems as you speak out for all 1.8 million of us. (Applause)

President Ryor: Thank you very much, Jim. The Chair recognizes Jim Sproul, president of the Kentucky Education Association, on a point of personal privilege. Mr. Sproul.

Jim Sproul (Kentucky): President Ryor, on behalf of the Kentucky Education Association, in recognition of the tremendous job you have done this year as president of NEA, and in honor of the Bicentennial, we have three presentations to make to you.

One, on behalf of Governor Julian Carroll, governor of the Commonwealth of Kentucky, we would like to make you an honorary Kentucky Colonel. (Applause)

Also, in honor of the Bicentennial, we have for you a powder horn so that you might keep your powder dry. (Applause)

And also in honor of the Bicentennial, a shirt that this year symbolizes Kentucky. And because it is you, on the back instead of having "Kentucky," we have done the whole United States. (Applause)

President Ryor: Thank you very much, Jim. At Microphone 2, Carl Hamrick of Michigan for a point of personal privilege.

Carl Hamrick (Michigan): Thank you, President Ryor. Ladies and gentlemen of the Assembly, I am Carl Hamrick. I am president of the Crestwood Education Association, representing 184 Crestwood teachers who were fired in December 1974, were reinstated by two lower courts in the spring of 1975, and were refired by a Michigan Supreme Court decision in April of 1975.

This pretty much destroyed the professional teaching career of 184 teachers in Crestwood who averaged 35 years of age and about 11 years of teaching experience. In addition, two-thirds of the 184 teachers fired who had been on strike for 13 tough weeks had master's degrees and were at the maximum in salary schedules.

At this point in time, although we are continuing to pursue this in the courts, the Hortonville decision doesn't give us too much hope.

The present situation is tragic, for in spite of tremendous attempts to fight on financial, political, and legal grounds, we simply found that obstacles over which we have virtually no control were defeating us.

Through this ordeal there has only been one sustaining factor, and that is you and the support that we have received from you and your collections. And I'd like to take this opportunity on behalf of our people to say thank you. (Applause)

First, I'd like to say thanks to you, John, for extending an invitation to us to attend this great convention, for the kindness of asking one of our people, Mr. Novak, who was our president this past year, to help open the convention with the Pledge of Allegiance, and then allowing me to address the convention. We are extremely grateful.

Our thanks, second, to the teachers of the state of Michigan. Ladies and gentlemen, please know that we simply could not have survived without their contributions of effort and money. And you should know that they raised over \$375,000 on our behalf, a sum which has allowed us to live with dignity throughout this whole ordeal. (Applause)

And our thanks, finally, to each and every one of you. You are the representatives of the 2 million members of the National Education Association. Without your help, the teachers of Crestwood could have never pursued their fight through the courts.

We have one crucial problem that still seems to face us and that we are continuing to struggle with. We are trying to maintain our teachers' health insurance coverage until such time as they find other employment. Toward that end we have set up a table where we are accepting contributions for Crestwood buttons. If you feel that you can once again help us, we would be extremely grateful.

John, we want you to know that the Crestwood teachers may be conquered, but we will not capitulate. We remain dedicated to the United Teaching Profession, and as a symbol of our commitment, we'd be honored to present you with a Crestwood button whenever time would allow. Thanks very much. (Applause)

President Ryor: Microphone 8, John McBride, Georgia, point of personal privilege.

John McBride (Georgia): President Ryor and fellow delegates, my name is John McBride, and I would first of all, on behalf of the Georgia delegation, like to congratulate all the candidates in our elections.

I served as campaign co-chairperson for Bill Cummings in his unsuccessful election. But that is not the question. What I have to present to the body are a few facts, and I appreciate your consideration.

What we are talking about here—we are not questioning the honesty, integrity, or motives of any candidate, but there was a problem. The problem was physical, a printing error. At 2:20 yesterday, approximately one hour before the results of yesterday's voting were announced, I was contacted by campaign committee members of another state with a candidate for the Executive Committee. They informed me that a number of Votomatic machine cards were defective due to a printing error in the top three positions for Executive Committee.

We decided, this other state and myself, at that time that the only fair and impartial course of action for us to take was to ask that the results of yesterday's election for Executive Committee not be announced but be set aside. And we didn't know what those results were, of course.

This other delegation decided they would move and I would second a motion for another election to be held, based on Votomatic card irregularities. At the last moment this other delegation, without my knowledge, decided not to challenge the election process.

Once the vote totals were announced, I knew that we ran the risk of being called poor sports and poor losers if we said anything about the incorrect ballots. But we decided we must inform you, the RA, of the irregularities.

Mr. President, I understand that it is possible to display a sample incorrect ballot from yesterday's election. Would you please have this done on the screen?

President Ryor: Yes, that is possible. And if we can have the technicians see that that ballot is placed on the screen—I don't know whether you can.

Mr. McBride: It is up there, thank you. It was the concern of the delegations yesterday before the vote was known or announced that the Elections Committee meet to consider the issue of the bad Votomatic cards.

After the RA yesterday, a staff member and I inspected all 300 Votomatic machine cards used. I found 48 Votomatic machine cards similar to the one you see displayed on the screen that were incorrectly lined up, as is the one you see. We then asked for the Elections Committee to meet, but they did not since you, the RA, had already accepted their report.

We do not think, and I would please urge your most careful attention here—we do not think that the Votomatic machine card errors hurt our candidate more than anyone else, nor do we have reason to believe that he would have received more votes if another election had been held. We do believe strongly, however, that the Elections Committee was in error in unanimously certifying the results of an election when 48 out of 300 of the machines—that is 16 percent—contained printing errors.

I have tried to be as objective as possible in two ways. First of all, I wanted to not hear yesterday's results so that we could have impartially decided the issue of whether or not the ballots were correct before we knew any votes. And today we waited to bring this to your attention until after the polls were closed and, of course, the results of today's election were announced.

We do not seek another election. Let me repeat that—we do not seek another election. We do earnestly hope the Elections Committee will more carefully fulfill its responsibilities so that every member will be able to vote on Votomatic machine cards that are accurately printed.

If you look at the card that is displayed, the top name is *Marty Woodard*. And you can see that it slants down a little bit. If you voted real quickly, we believe that it is possible that some people may have thought they were voting for *Marty Woodard* and in actuality would have been voting for our candidate. And the same thing happens on the next line.

We do not challenge the election. You know we are good sports. We just would like to have more careful printing. The ballot today was beautiful. Thank you for your very kind attention. (Applause)

President Ryor: Thank you, *Mr. McBride*. I'd like to recognize at this time *Woody Lee* at Microphone 1 for a point of personal privilege.

Woody Lee (Illinois): Thank you, *President Ryor*. This point of personal privilege contains really three points.

First, to a former member of the IEA staff, to present to the *Honorable Wendell Kennedy* a white jacket and to say thank you for 27 years of providing beautiful music for the conventions. (Applause)

Point two is to present—I am sorry, *John*, I am speaking on behalf of the delegation on all three of these points. I forgot that. Point two is to present to *Ron Moore*, the music teacher at Wildwood Middle School, the amount we collected this morning in caucus of \$215 to help offset the loan that they had. (Applause)

Point three is to present \$258 to the New Bedford Education Association to help pay off their fines. If we get more, we will give you that. Thank you. (Applause)

President Ryor: Thank you very much. I'd like to recognize Microphone 8, *Mary Elliott* from Nebraska, a question of privilege.

Mary Elliott (Nebraska): Yesterday the RA was informed that the teacher who directed the young musicians who entertained us between sessions the other day and on Fellowship Night had taken out a personal loan to pay for their musical instruments.

This morning I found out that only \$60 had been donated. The loan has been estimated in excess of \$3,000. The Nebraska delegation would like to declare its donation of \$32. As an individual I would like to encourage other delegations to show their monetary support. Thank you. (Applause)

President Ryor: Thank you very much. At this time I'd like to recognize *Dave Eberly*, who is the chairperson for the Higher Education Elections Committee, to report the results of the higher education election runoff. *Dave*.

Dave Eberly (Maryland): Thank you, *John*. The result of the special runoff election for Higher Education Regional Position 6—the winner is *Elise Yancey* of Alabama. (Applause) Thank you.

President Ryor: Thank you very much. On Tuesday night, June 28, 1966, the late *Dr. Irmae Applegate*, vice-president of the National Education Association, presided over a session here in Miami Beach that will live on in the annals of the United Teaching Profession.

In 1966 the black and white educators demonstrated their concern for the unity and integrity of the teaching profession by completing a merger of the National Education Association and the American Teachers Association.

The merger of NEA and ATA paved the way for merger agreements between black and white associations in state and local affiliates throughout the south. It also signaled NEA's great leap forward in terms of promoting civil and human rights for educators and children.

For decades the ATA has sought to eliminate discrimination in education, to eradicate racism in American society, to improve the education of children, and to strengthen the educational systems of communities.

Presiding in this same hall 10 years later, I think it is appropriate that we commemorate this historic session and express our gratitude to those of you who sacrificed so much to make the events of that night significant today.

As we reenact the signing of the ATA-NEA merger agreement, I ask that each of us bear witness and that we here assembled rededicate ourselves to the accomplishment of the unfinished tasks.

Will Hudson Barksdale, president-elect of ATA at the time of the merger; *R. J. Martin*, president of ATA at the time; and *Terry Herndon*, executive director, join me at the table to my right here in signing the new document in 1976 which is symbolic of the spirit of 1966 and, we think, of 1776 and a hope for accomplishments by 1986. While we do this, *Vice-President Willard McGuire* will share its contents with you.

And further, I'd like to call to your attention that when it is signed, I will gavel the signing with a gavel that was loaned to me by Mr. Martin. It was presented to him by the Georgia delegation at the last session of the ATA, and he gaveled to a close that organization with this gavel in order that we might reunite and unite teachers. Mr. McGuire.

Vice-President Willard McGuire: Thank you. We are proud of the progress toward the achievement of human dignity and human rights. We are especially pleased with the progress made in these 10 years by those associations directly affected by NEA Resolution 1266 which required the end of racially separate dual affiliates by 1969.

I am, therefore, asking that those delegations that have been on the cutting edge of this challenge stand to receive the grateful appreciation of this entire Assembly. Would these delegations rise and please remain standing: Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Texas, and Virginia. Thank you. And will you please remain standing while the reenactment takes place.

While they are signing, I will read the document.

Document of Commemoration, Tenth Anniversary of ATA-NEA Merger Agreement:

Know all persons by these present, that in the interest of children, the education profession, and the schools of the nation, the American Teachers Association and the National Education Association, through their respective Representative Assemblies, did approve the unification and merger of the two Associations in 1966.

In the presence of delegates and observers of the Bicentennial year convention of the NEA, we affix our signatures to this document in testimony to our continuing efforts to live up to the letter and the spirit of that agreement. Signed this 29th day of June, 1976, in Miami Beach, Florida.

(Applause)

President Ryor: I recognize Hudson Barksdale for a point of personal privilege.

Hudson Barksdale: Mr. President, platform guests, members of the teaching profession, ladies and gentlemen: Ten years ago in this city the American Teachers Association and the National Education Association consummated a merger as two equals. The then president of ATA, C.J. Duckworth of Mississippi, changed the meeting place from Louisiana to Miami Beach in 1966 to effectuate the merger of the two Associations.

Today, 10 years later, we pause to take a look at some of the results of that merger.

In ancient Athens after an election the custom was that the loser of an election was ostracized. Ostracism meant that the loser must leave the city of Athens and live in one of the provinces. It was the duty of one of the Athenian provinces to furnish meat for the table of the loser; another province had to provide vegetables.

One day while the loser, Themistocles, sat before his lavishly and richly spread table, he remarked to his daughter, "What would we have missed if we had not been ruined."

Today we ask the questions: Was the merger wise? Has the merger benefited blacks? Have ten years justified the merger?

My answer is in the affirmative. Today I shall call your attention to what I consider justification. At this point let me document my justification.

The South for a long time had representation in NEA prior to the merger. This was not true of the North. The merger has been influential in increasing the number of blacks from northern states.

Two blacks have been elected presidents of NEA within 10 years. Blacks serve on the NEA Executive Committee. Many blacks serve on the Board of Directors. Many more blacks hold high-paying positions in the NEA. Blacks serve as chairpersons on NEA committees. In addition, blacks serve on practically all committees of the NEA. All dual associations have merged or are in the process of merging.

In general, NEA has implemented these requirements of the NEA-ATA merger agreement: (1) elimination of textbooks that discriminate against minorities; (2) defense of black principals and teachers; (3) workshops and study seminars for black teachers; (4) court actions in behalf of displaced black principals and teachers; (5) promotion and expansion of Black History Week; (6) a massive, forthright, frontal attack on the infamous National Teacher Examination.

I am one of thirteen blacks who serve in the House of Representatives in South Carolina. One of my fellow legislators, the *Honorable Kay Patterson*, is in the audience today. We 13 black legislators are fond of saying, "We may not have our way, but we have our say." No legislation passes the South Carolina General Assembly without our input. We blacks in the NEA have our say and input in all NEA proceedings.

I have detailed for you many benefits we blacks enjoy in NEA as a result of the merger of ATA and NEA. But the millennium is not yet. The following are some cautions for blacks and some unfinished goals for NEA for the years ahead.

If eternal vigilance is the price of liberty, blacks must carefully watch for any erosion of minority guarantees. We blacks must be careful of dissension and division among ourselves.

The years ahead for blacks must be filled with inspiration, aspiration, and hopes. This has always been the role for blacks. For whites, inspiration, aspiration, and hope are a reality, a fait accompli.

The millennium is not yet. The attrition of black principals and black teachers continues, though on a reduced scale. Superintendencies in the South are filled with black principals who have been kicked upstairs. Many of these principals received their education in western and northern colleges and universities—they studied under teachers who wrote the books they studied. Teachers in school districts throughout our nation, and especially in our beloved Southland, owe it to themselves to demand principals who have experience, expertise, and superior training.

In no state that is merged under NEA guidance—not even one—is there even one association in which the executive secretary or executive director is black and the head of staff. This is true despite greater experience, greater expertise, and greater training. Indeed the millennium is not yet, despite extensive efforts by NEA.

It is my firm and considered opinion that the merger of ATA and NEA is justified in 1976 by the advancement and progress of blacks in NEA.

I have said that inspirations, aspirations, and hope form the role of blacks. Let us hope and pray that another 10 years will find blacks enjoying the reality others now enjoy. If this is true, blacks will enjoy a brighter and more dignified existence in the National Education Association.

I have spoken. Thank you, Mr. President. (Applause)

President Ryor: Thank you very much, *Mr. Barksdale*. It's been called to my attention that there is, again, too much noise—and also smoking in the back of the auditorium. We have a rule against the latter and a plea against the first. Please move your smoking out of the auditorium and please hold the noise down.

Thank you, *Mr. Martin*, *Mr. Barksdale*, *Mr. Herndon*, and *Mr. McGuire* for joining me in this reenactment. *Mr. Martin* took the privilege of using this gavel—it has such historical and educational implications for us as an organization. Thank you again. (Applause)

NEA's executive director is an intelligent, interesting, persistent, and insistent hard worker who is articulate and able, who has served this organization not well but in an excellent fashion in the last four years. His work with the Association and for the teachers of the United States has been outstanding. He is highly respected here and abroad, and in my judgment we are fortunate to have him as an executive director, and I count it a privilege to have him as a very dear friend.

It is my pleasure to present the executive director of the National Education Association, *Terry Herndon*. *Terry*. (Rising applause)

(*Executive Director Herndon's* address may be found on page 14.)

President Ryor: Thank you very much, *Terry*.

We have New Business Item 3. Microphone 1, *Beth Nelson*.

Beth Nelson (Virginia): Thank you, *President Ryor*. Following that address, we will have to wait a while for the noise to abate.

President Ryor: All right. Could we have your attention please, *Beth*.

Ms. Nelson: *President Ryor*, in the face of the increased political activity of teachers the politicians in the municipalities and the states perceive our action as dangerous to the status quo. I am speaking to New Business Item 3, which deals with the Hatch Act.

Those politicians have focused upon us, and in Virginia the legislators have had the audacity to introduce legislation that would require that teachers and any other public employee would have to give up their job before running for any public office. An alert and effective teacher lobby was successful in seeing that that proposed legislation was killed in committee.

Our Governor Godwin, speaking grandly of sovereign rights—the same governor who spoke of sovereign rights in the days of the massive resistance against integration—spoke to the Southern School Boards a few weeks ago and told them they were in the trenches, in the front lines of battle for sovereignty at the local level.

He has brought suit against a school division, against a local division of municipal workers who have negotiated successfully and harmoniously for a number of years—the school division is going to join in that suit as a friend of the court—which is rather strange behavior for one who speaks of sovereignty.

But we shall not see the end of this kind of behavior until the Hatch Act is modified to make it clear that no matter who you work for, you cannot be relegated to less than full citizenship. I urge the support of New Business Item 3. (Applause)

President Ryor: Beth, it's been called to my attention that we never got a second for your motion to support.

... Motion was seconded by *Mary Hatwood* of Virginia.

President Ryor: Thank you. Microphone 9, *Auguste King*, New York, a point of parliamentary inquiry.

Auguste King (New York): It is just a question, Mr. Chairman.

President Ryor: State your question, please.

Mr. King: The first part of the question has already been asked. We were discussing this just before the lunch break. It wasn't clear whether it was moved and seconded. And secondly, there was some discussion about editorial changes. Have those been made?

President Ryor: Yes, they have. Let me suggest to you again what the editorial changes that we agreed to this morning were. And that is that everything in lines 1 and 2 and the words "aimed at removing" be stricken. And place "NEA shall continue its efforts to remove" in front of the word "restrictive," and then continue with it, "restrictive language in the Hatch Act relative to government employees' participating in political activities." The intention is the same. Microphone 8, *Charlie Jewett*, Overseas Education Association, speaking for.

Charlie Jewett (Overseas): *Charlie Jewett*, Overseas Education Association, speaking for the delegation. The Overseas Education Association represents 7,000 teachers in the Department of Defense Overseas Schools. These 7,000 teachers are federal employees who come under the Hatch Act.

This year, in particular, the House passed the Hatch Act, the Senate passed the Hatch Act, and it became *Mr. Ford's* forty-eighth veto. This means that the Overseas Education Association cannot give its full support to implement the NEA presidential endorsement because we are not involved in partisan political activities under the Hatch Act.

Overseas wants to get involved politically. You can help us and 2.8 million other employees by your support of New Business Item 3.

President Ryor: Microphone 8, *David Packard*, Nebraska, speaking for.

David Packard (Nebraska): Mr. President, fellow delegates: It seems inconceivable to me that government employees cannot participate in the political process of this nation when their 18-year-old sons or daughters can do so.

Most of us here have only some peripheral relations with the Hatch Act, but at the same time, with the tendency and with the trend of some of the decisions, the erosion could sweep into this arena and affect the public school teachers.

So speaking on behalf of the Nebraska delegation, I'd like to urge this group to urgently support this New Business Item. Thank you.

President Ryor: Thank you very much. We have had three speeches for; we have no one in line to speak against. In that event, I will place the motion. The motion is to support New Business Item 3 with the editorial changes that were mentioned. All those in favor ... opposed ... the motion is carried.

New Business Item 4. Microphone 1, *Beth Nelson*, state of Virginia.

Beth Nelson (Virginia): *President Ryor*, *Beth Nelson*, Virginia, speaking for the delegation. In New Business Item 4, again, I would like to ask, without objection, to strike, after the comma, the nine words beginning with "the" and ending with "that." They were not necessary. We did not intend that they be included. It does not change the intent of the New Business Item.

President Ryor: Now, so that we understand again—

Ms. Nelson: After the word "associations"—

President Ryor: Where the comma is.

Ms. Nelson: Strike the next nine words.

President Ryor: All right, and pick up at the word "implementation"?

Ms. Nelson: Right. Insert "shall" after "funding," and it makes a complete sentence. We need a verb. It does not change the intent, sir.

President Ryor: That is true. It is in order. To avoid duplicating the problem we had last time, I'd appreciate a second.

Ms. Nelson: We do have a second. *Mary Hatwood* will second.

... Motion was seconded by *Mary Hatwood* of Virginia.

President Ryor: Thank you. *Beth*.

Ms. Nelson: The new funding formula that was introduced rather late, as I understand it, in December and finalized in April, gives states little time to adjust their budgets. Further, the new plan does not count local association moneys spent on teacher defense toward the mandated state recommendation or requirements for the new formula.

This is a serious thing. In Virginia many local associations have a much higher dues structure than does the state association. The locals spend, therefore, a significant amount of the local money on teacher defense. This money should count toward the necessary state total in the formula.

It would appear that revisions will be needed in the new guidelines. However, for the time being, the best approach would be to delay implementation of the program so that it may be studied thoroughly and altered or amended before it is implemented. This procedure would cause fewer problems and would tend to make radical change from the present DuShane programs smoother and more orderly.

I hope I can be persuasive enough to have this body approve and support this amendment. If we really intend to see to it that no teacher lacks needed defense, then we must help in extra measure teachers in states that have no professional negotiations procedure and for whom—

President Ryor: Time is up. *Beth*.

Ms. Nelson: It is risky to hold elective office, and we are going to have a hard time finding people to hold those offices in Virginia. Thank you.

President Ryor: Thank you. Microphone 14, *Doris Morton* from Kentucky, to amend.

Wayne Harvey (Kentucky): *Wayne Harvey*, president-elect, Kentucky. *Ms. Morton* is not here. She has yielded to Oklahoma.

President Ryor: Well, if she is not here, it is going to be difficult for her to yield. Microphone 5, *Ken Plants*, Michigan, point of information.

Ken Plants (Michigan): *Ken Plants*, Michigan, speaking as an individual. John, could we have a cost implication on this New Business Item? And also, would it be possible to continue through the New Business Items with cost implications? It seems there has to be some cost implication on any others that come up this way.

President Ryor: Ken, there is no cost implication on this one specifically. She is just delaying the application of the guidelines; we are putting no new money into it. It is just the reallocation of the money that is in the Fund.

Now, can you get what the costs are? The answer to that is Yes, that can be provided. But that is built into the budget that you are going to be considering.

Mr. Plants: All right, thank you.

President Ryor: Microphone 10, *Julia Mason*, Arizona, speaking for.

Julia Mason (Arizona): For the purpose of amendment, I would like to yield my microphone to *Claude Dyer* at Microphone 8.

President Ryor: Microphone 8.

Claude Dyer (Oklahoma): *Claude Dyer*, NEA director, Oklahoma, speaking for the delegation. Mr. President, I wish to amend New Business Item 4 by substitution.

I wish to substitute for the words "until the 1978-79 fiscal year," the following—if the delegates would bear with me, this is quite important. The Chair has a copy of this. It may be necessary for them to reread it:

... until: (1) an information print-out is prepared by the NEA Division of Teacher Rights based on the most recent information available, showing the impact the DuShane guidelines as adopted April 30, 1976, by the NEA Board of Directors will have on each state affiliate as compared to the most previous guidelines; (2) such information is provided to each NEA director, state president, state executive director,

and local UniServ staff; (3) such time as a subcommittee of the NEA Teacher Rights Committee, comprised of a cross section of teachers from different states with different kinds of teacher rights problems, develops equitable DuShane guidelines which take into consideration the various laws, resources, and needs of the states and how these affect the operation of the teacher rights program within the states; (4) such guidelines are presented to the full NEA Teacher Rights Committee for adoption; (5) an information print-out is prepared by the NEA Division of Teacher Rights which will indicate the impact the new guidelines as developed by the Teacher Rights Committee will have on each state affiliate and its teacher defense program; and (6) such information is made available to each NEA director, state president, state executive director, and local UniServ staff at least 60 days prior to the next NEA Board of Directors meeting which will take action on the recommendations of the NEA Teacher Rights Committee.

I have a second at Microphone 8.

President Ryor: Microphone 8.

... Motion was seconded by *Jerry Kriha* of Nebraska.

President Ryor: Microphone 8.

Mr. Dyer: The newly adopted DuShane guidelines remind me of a doctor who before examining the patient issued a prescription. There are questions, fellow delegates, that must be answered before we accept any DuShane guideline changes—questions such as: Will the new guidelines meet the needs of all the teachers or the needs of only a few? Were the new DuShane guidelines developed for the benefit of the administrators of the guidelines, or were they written and developed by those who will be responsible for the application of the guidelines, or by those who will be most affected by the guidelines, the classroom teachers?

There are many other questions that must be answered and dealt with before we accept any changes in the previous DuShane guidelines.

The most previous DuShane guidelines leave much to be desired as far as being equitable. But the new guidelines, as written by staff and adopted by the NEA Board of Directors, are equally or more inequitable. The new guidelines do not take into consideration state laws and state resources and state teacher rights programs that now exist.

It has been said that the new guidelines were developed for the catastrophic cases. There is nothing more catastrophic, ladies and gentlemen, than the individual teacher who has lost his or her job and finds that the statutes have a minimum of \$4 per member. It could be they will receive no.

President Ryor: Time is up, *Claude*. Microphone 1, *Don Holman*, Board of Directors, Minnesota.

Don Holman (Minnesota): *Don Holman*, NEA Board of Directors, Minnesota. We have gone over these issues many times in the Board. I was against the original motion for moving into the DuShane Fund at that time.

Right now I'd like to speak against the amendments that have been promoted. The DuShane Fund guidelines that have been adopted give guarantees for moneys back to the states that we did not have before. Therefore, when money is expended, you get 10 percent back, and we should give it a try. Also, states that do not want to get into it, as this amendment has stated, or as the previous one stated, do not have to get into it until a future date, and then we will find out if the program is working.

President Ryor: Thank you. I have no other speakers at the microphone. Microphone 2.

(A gentleman said he wanted to talk on the main motion, not the amendment.)

President Ryor: We are talking about the amendment. Having no other speakers—we have got one. Microphone 13, *George Lewis*, state of North Carolina.

George Lewis (North Carolina): Mr. President, *George Lewis*, NEA director for North Carolina. I will yield my time to *Mr. Dyer* at Microphone 8.

President Ryor: All right. *Mr. Dyer*.

Claude Dyer (Oklahoma): Yes. The present guidelines are open to every state that qualifies. These states will have a contract with NEA, will be guaranteed a certain rebate. The problem here again is that there is no limit to what these guidelines would cost. But, yet, the budget has a set figure, \$1.6 million. Which NEA programs will suffer, or which teachers will receive no DuShane assistance? Are not contracts binding on both parties?

If this is to be the trend, then one must ask, Will the UniServ Program be next? Quite frankly, I think it is time we put the policy making back into the hands of those who would be responsible for making the policy and those who will be affected by it, the teacher.

You, as the largest policy-making body, represent the teachers back home. You know best what are the needs of your programs. It is you who must decide. Do the new DuShane guidelines meet these needs? I think you should overwhelmingly adopt these amendments and the main motion as amended if you—

President Ryor: Your time is up. Microphone 14. *Gerry Matthews.*

Gerry Matthews (Maryland): Thank you, Mr. Chairman. *Gerry Matthews* from Maryland, speaking as an individual. Mr. Chairman, I move to postpone consideration on this amendment until such time as it has been printed for distribution to the Delegate Assembly. I have a second at this microphone.

... Motion was seconded by *Marvel Hess* of Maryland.

President Ryor: Mr. *Matthews*, it is going to be necessary for you to postpone consideration of the whole thing—not only the amendment but the main motion as well—if that is your desire.

Mr. Matthews: If it is in order, Mr. President, that will be my motion.

President Ryor: All right. The motion is to postpone until such time as the amendment can be printed and placed in the hands of the delegates. Are there any comments or questions regarding the amendment to postpone? I have no one at the microphones on the amendment. I will place the motion. All those in favor ... opposed ... the motion fails. We are back to the amendment prepared by *Mr. Dyer*.

Somebody has called for a division. All those in favor please stand ... opposed please stand ... all those abstaining please stand ... the motion fails. The amendment is still before us.

I have Microphone 2, speaking against the amendment.

Ray Safronoff (Michigan): *Ray Safronoff*, speaking for the Board of Directors. Delaying the guidelines will mean there will be no protection for the teacher for a full year. I think we have to look at the heart of what the purpose is.

Many of the speakers have mentioned that they were not involved in DuShane guidelines. These guidelines, for the first time, allowed states to participate and allowed the NEA to pick up a portion of the bill.

I think we have to protect teachers at every level. If we delay it for one year, then that means you will have to pick up the total bill yourself. If we had this, the bills for Hortonville and Crestwood and New Bedford wouldn't be like that. We as teachers in the DuShane Fund would have helped them in their legal battles. (Applause)

President Ryor: Microphone 8. *David Packard, Nebraska.*

David Packard (Nebraska): Mr. Chairman, I would like to yield my time to *Claude Dyer* of Oklahoma.

Claude Dyer (Oklahoma): I am also a member of the Board of Directors—*Claude Dyer*, Oklahoma. Let me state that there is no such thing as a delay in the guidelines. There is only a railroad before you and a train on it.

If you know what was in the guidelines that were adopted by the Board of Directors—

President Ryor: Mr. *Dyer*, I can't allow you to speak again in this instance because there are other people waiting to speak to the motion. And *Robert's Rules* is very clear—a member cannot make a second speech on the same question on the same day until a member who desires to speak on the same issue has had that opportunity.

The next speaker for the amendment, Microphone 15, *Lonnie Shields, Nevada.*

Lonnie Shields (Nevada): *Lonnie Shields*, Nevada, speaking as an individual. I am concerned about the main motion, primarily because of the impact that it will have, I feel, upon small state budgets. My own state recently went through the trauma of a dues increase. I can see this forcing the need upon us once again very quickly.

I think there has to be a better way. I don't think this speaks against helping teachers anywhere. I think the DuShane Fund would continue to operate as it has in the past, and very successfully, and we could, with this amendment, work out a better deal in a better way. Thank you very much.

President Ryor: Microphone 1, *Beth Nelson, Virginia*, point of clarification.

Beth Nelson (Virginia): My point of clarification was that a careful reading of this would do just what this man just said—point out that there is no delay or change in what the DuShane Fund currently does. There was a misguided statement made that it would be delayed and nothing would be done for a year. It is simply delaying the implementation of the new guidelines.

President Ryor: Microphone 6, *Bill Potter* of Alaska.

Bill Potter (Alaska): *Bill Potter*, Alaska. Fellow delegates, *Claude Dyer* is a nice guy, a fellow Board member of mine, but this is the fourth time he has brought the issue before us. The first time he failed, the second time he failed, the third time he failed, and I am going to ask that he fail the fourth time.

We adopted some new guidelines for a rather uniform application of DuShane defense funding patterns that would apply equally to all the teachers all over the country. For some reason some folks don't want this new equal application of DuShane funds to all the teachers around the country.

I think we ought to give the new guidelines at least a year's worth of chance to see if they bring forth all the evil *Claude* and his friends seem to think is coming. Please vote No on the amendment.

President Ryor: We have had three speeches for and three against. I will reread the amendment. The amendment is, in effect, to delay until the following:

(1) an information print-out is prepared by the NEA Division of Teacher Rights based on the most recent information available, showing the impact the DuShane guidelines as adopted April 30, 1976, by the NEA Board of Directors will have on each state affiliate as compared to the most previous guidelines; (2) such information is provided to each NEA director, state president, state executive director, and local UniServ staff; (3) such time as a subcommittee of the NEA Teacher Rights Committee, comprised of a cross section of teachers from different states with different kinds of teacher rights problems, develops equitable DuShane guidelines which take into consideration the various laws, resources, and needs of the states and how these affect the operation of the teacher rights program within the states; (4) such guidelines are presented to the full NEA Teacher Rights Committee for their adoption; (5) an information print-out is prepared by the NEA Division of Teacher Rights which will indicate the impact the new guidelines as developed by the Teacher Rights Committee will have on each state affiliate and its teacher defense program; and (6) such information is made available to each NEA director, state president, state executive director, and local UniServ staff at least 60 days prior to the next NEA Board of Directors meeting which will take action on the NEA Teacher Rights Committee.

I have at Microphone 13 a point of information, *Dean Westmoreland*, North Carolina.

Dean Westmoreland (North Carolina): *Dean Westmoreland*, North Carolina, a point of information with regard to a statement by one of the speakers who stated that if this were delayed, there would be no guidelines. Am I correct?

President Ryor: The point has been set straight by *Ms. Nelson*. That isn't right.

Mr. Westmoreland: It would continue?

President Ryor: On what it used to be, yes.

Mr. Westmoreland: Thank you, sir.

President Ryor: The debate is closed. The vote is on the amendment I have just read, *Mr. Dyer's* amendment. All those in favor . . . opposed . . . the motion loses.

We are back to New Business Item 4 as edited. Microphone 5, *James Barlow*, Arizona, to amend.

James Barlow (Arizona): *Jim Barlow* of Arizona, Mr. President. I pass.

President Ryor: Thank you. Microphone 2, *Ray Safronoff*, Michigan, speaking against.

Ray Safronoff (Michigan): I am speaking for the Board of Directors. I do not think we ought to delay this. One of the things that's been said a number of times, and what I have listened to carefully, is that there would be no DuShane Fund money.

There would be money for individual teachers, yes. But one of the new things in the guidelines is provision to help groups of teachers. Another item that is in the DuShane guidelines: If you are a teacher and you are in trouble, you have to come to the NEA; the new guidelines let the state and local participate in the program, and if the state says "Yes, protect," you have to be protected.

What it does is bring the DuShane guidelines to you in your local and your state for the first time. So I hope that you will look at them and put them into operation. Don't delay them because you haven't seen them.

President Ryor: Microphone 12, *Tom Rockford*, Arizona, to amend.

Tom Rochford (Arizona): Tom Rochford, Arizona. I pass.

President Ryor: Thank you. Microphone 16, *Judy Lawson, Oklahoma*, to amend.
(A lady said there was no one at Microphone 16.)

Judy Lawson (Oklahoma): Judy Lawson, Oklahoma. I pass.

President Ryor: Microphone 7, *Don Eklund, Arizona*.

Don Eklund (Arizona): Don Eklund, Arizona. I pass.

President Ryor: Microphone 23, *Ray Gran, Indiana*.

Ray Gran (Indiana): Thank you. The Indiana caucus has gone on record as opposing this. We would like to see the new DuShane Fund implemented this September.

President Ryor: Microphone 8, *Claude Dyer, Oklahoma*.

Claude Dyer (Oklahoma): I have some points of information please for which I have had no answer. Is there a cost control on the guidelines as adopted by the NEA Board of Directors?

President Ryor: Yes.

Mr. Dyer: Is it true that under the guidelines, NEA will guarantee to every state 10 percent until they spend \$4 per member and guarantee to every state that has a contract with NEA 50 percent after they spend \$4 per member?

President Ryor: Yes, on covered items.

Mr. Dyer: If two states use up 40 percent of the funds and, say, five other states use up the other funds, what happens to all the other states if there is only \$1.6 million?

President Ryor: Well, the result will be the same as when any other particular programmatic area exceeds what we plan for. We have to re-examine and make a value judgment on whether money has to be moved out of the contingency fund or from other programs.

Mr. Dyer: So it could be that if the \$1.6 million were used up by 25 percent of the states, the other 75 percent would have to deprive other programs in order to fund their contract with NEA.

President Ryor: Well, you know, if your assumption were true.

Mr. Dyer: But it was stated—let me put this as a question. Every state will have a contract; every state will be guaranteed the amount in that contract. But yet there is only \$1.6 million. Is it true that other programs then would have to be deprived, or it could very well bankrupt the NEA?

President Ryor: Claude, you have been to the Board meeting; you have raised those same questions two or three times. If you have got a point to make—I can't believe you don't know the answers—why don't you make a point? (Applause)

Mr. Dyer: Okay. The point that needs to be made is that at two different Board meetings, I was told two different things. At the first Board meeting, Mr. President, I was told that it was the Oklahoma plan that would cost \$10 million—which was not true and this was later admitted. I was told that the NEA plan was within the budget. But at the next Board meeting, the one held here this past week, I was told that there were no cost controls, and, therefore, I understand—also I attended the NCSEA. Mr. Chanin said they would probably be back in the fall for more funds—because what price can you put on teacher rights?

Yet, the Oklahoma plan had limits. This one has no limit, and the individual locals and the individuals within those locals must suffer as a result of this program.

President Ryor: Microphone 13, *George Lewis, North Carolina*, speaking for.

George Lewis (North Carolina): George Lewis, North Carolina, NEA director, I support this amendment, as do a number of people in my state. Maybe we have not used DuShane as extensively as other states, but we see that the way it is currently being funded is becoming a serious problem. We would like to see this Assembly postpone action on it. Thank you.

President Ryor: *Horace Tate, Georgia*, point of information.

Horace Tate (Georgia): Mr. President, obviously I would be, of course, for the plan, but I do think it is necessary for the delegates in this Assembly to know these one or two aspects of this plan.

I want to concur with Mr. Dyer, or have to concur with him, when he mentions that under this plan a state will have to spend 90 percent for its members before it receives back 10 percent from the NEA. And I think the delegates here ought to know what they are voting on.

In other words, if there are 40,000 members, for example, in a state, based on \$4 per member, the state would spend \$144,000 and receive only \$16,000 from NEA. Now, of course, you can multiply this for a state that may have 100,000 members. They would spend out of a round \$400,000 budget, and they must spend \$400,000 before they would get 10 percent, or \$40,000, in return.

Now I have no real objections to any teacher's being helped. All of us want the teachers to be helped. But we do not want the state associations hurt. And I think the members ought to know what they are voting on. I am not too sure that all of them know what they are voting on.

President Ryor: Dr. Tate, your facts simply are not right. I am going to ask Mr. Chanin to respond to a couple of the statements you have made in regard to the facts around the question before us here.

Robert Chanin: Let me respond to the technical point that was just raised. A state will not have to spend any minimum amount to receive back DuShane money. The state will receive back 10 percent of every dollar it spends, from the first dollar that it spends. The way in which the formula operates is as follows.

The state will continue to receive back 10 cents on the dollar until the state association spends \$4 per member. When it spends \$4 per member, it will have received back 10 percent of that. At that point the percentage will jump to a 50-percent reimbursement, and the state will get back 50 cents on the dollar for each dollar that it spends above the \$4.

The program builds in a third level when our next dues increase becomes effective two years from now. At that point a state that spends \$8 per member will get back 75 percent of every dollar that it spends beyond that point.

The statement, or paraphrase, was made of what I said at the NCSEA meeting on the cost control question. The answer that I gave there relates to the point that was made here. The cost control under the proposed new program is identical to the cost control factor under the existing program.

It is phrased in these terms: that we have never turned down for financial reasons a teacher who deserved legal assistance. And that is the same premise that underlies the new program. The NEA commits itself to work with the states and with the locals to fund every teacher who is in need of legal help, and we would be obligated to find the money, if necessary, to provide that assistance. We have always done it, and it is our hope to continue to do that. (Applause)

Mr. Tate: I would like to address the question to Mr. Chanin. My question is this: I believe I said that a state must spend \$4 per member before it can receive from NEA a total of 10 percent. Is that not what I said?

President Ryor: That is what you said, and it is still wrong, Horace.

Mr. Tate: I don't see how it is. Ten percent is ten percent. I don't understand.

Mr. Chanin: As you phrased it, Horace, the \$4 per member becomes a threshold at which point the state becomes eligible for the 10 percent. That is not correct. A state is eligible for 10 percent the minute the year begins, the minute the program goes into effect. The \$4 figure becomes significant because it is at that point that the state becomes eligible for 50 percent.

Mr. Tate: My question, Mr. Chanin, is, If a state spends \$160,000 or if there is an outlay of \$160,000, how much money will the state receive from NEA when it has a bill of \$160,000?

President Ryor: How many members does the state have?

Mr. Tate: It has 40,000 members.

Mr. Chanin: If a state has 40,000 members, by the time it has spent \$160,000, it will already have received back \$16,000 under one portion of the formula. There is another portion of the formula, which means you must treat your question somewhat hypothetically. The new program also provides that the NEA will pay 100 percent of the cost of every federal appeal, which is the most expensive type of case.

So in your hypothetical—if the \$160,000 which the state expended were to have included costs of any federal appeals, in addition to the \$16,000 in NEA money we would also have picked up the total cost of any federal appeal cases.

Mr. Tate: One other question. Suppose a state wants to appeal a case and it does appeal the case and NEA does not approve it. Who pays that?

Mr. Chanin: That is a continuation of the existing policy. Under the new program the states make, in the first instance, all of the decisions on which cases they will process. There is one exception to that. In the federal system of our judicial structure, if a case goes to the appellate level it does not affect one state; it directly affects all of the states in the particular circuit, which may be seven or eight states, and it has precedential value throughout the country.

The policy of the DuShane Fund has always been that when a case reaches that level and has that type of impact, the NEA will not put its money into it unless it approved it and unless it believes that the precedent involved and the risk involved are to the benefit of all teachers.

The current program simply codifies that practice. If a state wishes to appeal a federal case and the NEA does not think it should be appealed, we do not stop the state from appealing it; we

simply say we will not give you DuShane money for that appeal, and we will not credit the state's expenses towards its own threshold.

Mr. Tate: Thank you for that last sentence—that is what I wanted. I hope the delegation heard that. If a state wants to appeal a teacher rights case and NEA does not agree, the state must pick up the total tab for that amount of money. And also *Mr. Chanin* has answered another question: Taken by any stretch of the imagination, a state that has 40,000 teachers, for example, spending \$4 per teacher, will get from NEA \$16,000. I don't care whether the state gets it the first day, the tenth day, or the fiftieth day; it still does get only \$16,000 until after it has expended \$4 per teacher.

As long as the people understand this, this is all right with me.

President Ryor: Horace, you got the microphone on a point of information. Secondly, the appeal procedure you allude to is exactly the same appeal procedure that is currently built into the present guidelines. It would be unfair to imply that there is a new appeal procedure or that that is sizably different from what we are now dealing with in that regard. If the NEA doesn't agree with the appeal, the state bears the cost—this is precisely how we now operate.

Now, it is true that of the \$160,000, you would be guaranteed \$16,000. You may get more. But you'd be guaranteed \$16,000 under the statistics that you presented for the case here.

Mr. Tate: I have no problem, Mr. President, if the people understand it.

President Ryor: Microphone 2, *Bill Newton* of Minnesota.

Bill Newton (Minnesota): It is impossible for me as a delegate in this Assembly to keep track of the number of speakers for and against this particular issue at this time. Could you clarify that for us?

President Ryor: We have had three for and two against, and a series of points of information. Microphone 1, *Beth Nelson*, Virginia, a point of information.

Beth Nelson (Virginia): *President Ryor*, is it in order that I, as submitter of this New Business Item, ask that it be tabled until more information is available?

President Ryor: Well, we'd have to know what information. Secondly, a motion to table is always in order.

Ms. Nelson: In the first place, I would like you to know that at no point do we question the integrity of the Board, and at no time do we imply that this is inequitable. We are simply appealing for some time.

I would like to ask one question and that is this. Will states without collective bargaining legislation suffer under the new guidelines?

President Ryor: No.

Ms. Nelson: Will individual teachers receive the same kind of money?

President Ryor: No, Beth, that is more than a Yes or No question. That depends on the participation of the local and the state and a lot of other things.

Ms. Nelson: Under the new guidelines, does the money that the local association puts forth for teacher defense count in this formula?

President Ryor: No, not in the formula. It doesn't count. I should point out that it does not count now either.

Ms. Nelson: It does not count now in the formula?

President Ryor: Nor in the new formula either, right.

Ms. Nelson: Most of these delegates would then say it is unfair. Thank you, sir. (Applause)

President Ryor: Microphone 13, *Newel Standley*, Utah, a point of order.

Newel Standley (Utah): Mr. Chairman, I object to the debate that's been taking place under the guise of questions. Let's continue and get on with the business. (Applause)

President Ryor: Microphone 9, *Auguste King*, New York, parliamentary inquiry.

Auguste King (New York): Mr. Chairman, are you counting amendments as negative debate?

President Ryor: No. The answer is No.

Mr. King: Thank you.

President Ryor: Microphone 8, *Claude Dyer*, Oklahoma, point of information.

Claude Dyer (Oklahoma): How many states, Mr. President, are spending \$4 or more?

(Cry of "Boo.")

Robert Chanin: We conducted a survey last year in order to get some indication of the per-member expenditures that the state associations make. Approximately 37 states responded, and I believe the median figure is around \$4. Some states spend as much as \$15 per member. Others spend as low as 43 cents a member. (Applause)

President Ryor: Microphone 10, *Julia Mason*, Arizona, point of information.

Julia Mason (Arizona): Yes, Mr. President, I have a question here. We have a concern about an individual who applies for DuShane Fund assistance directly from the NEA without seeking assistance from their state or approval of their state.

Is it permissible for an individual to go directly to the NEA for DuShane assistance, and if it is received, is the amount of money that they receive from the DuShane Fund charged back against the state or to the individual? Or where is that charged?

Mr. Chanin: Let me answer in comparative terms. At the present time the answer is Yes, an individual can come directly to the NEA; under the new program, if the state participates, the answer is No, they must go through the state.

Ms. Mason: But can an individual, under the proposed guidelines, go directly to the NEA without the involvement of the state?

President Ryor: Under the proposed guidelines, if a state participates in the program, an individual must go to the state association first. There is a mechanism that provides access to the NEA in the event the state association rejects the application. At that point the NEA and the state must consult in an effort to resolve any difference of opinion. If an individual has exhausted his procedures at the state level, he does have direct access to the NEA, and the NEA does have the right to come in and directly assist that teacher.

Ms. Mason: But would those funds then be charged back against the state association?

Mr. Chanin: If the appeal procedure works that way. If the state and the NEA fail to agree upon support for an individual case, moneys spent by the NEA would be charged back against what would otherwise be credited to the state.

Ms. Mason: Thank you very much.

President Ryor: Microphone 11, *Alan Davenport*, New Jersey, speaking against.

Alan Davenport (New Jersey): Mr. President, I'd like to move to close debate. (Applause)

... Motion was seconded by *Norton Marshall* of Arkansas.

President Ryor: All those in favor ... opposed ... the motion is carried. Debate is closed.

New Business Item 4. All those in favor ... opposed ... the motion loses.

I have at Microphone 9 *Barbara Diebold*, New York.

Barbara Diebold (New York): I'd like to make a motion to suspend the Rules of order to introduce an Item of New Business. I have a second.

... Motion was seconded by *Dick Fisher* of New York.

President Ryor: Microphone 9, it requires a two-thirds vote and it is not debatable, but I think for the sake of the vote, would you tell us why you wish to suspend the Rules?

Ms. Diebold: I would like to offer a motion asking for action by this body concerning something that is happening that is very vital to the teachers in the city of Buffalo and to the teachers in this Assembly, concerning an action by the board of education in that city.

President Ryor: All right. You have heard the reason. All those in favor ... opposed ... I rule that the two-thirds has been achieved. State your motion.

Ms. Diebold: Thank you.

WHEREAS the proposed budget of the fiscally dependent Buffalo, New York, Board of Education will destroy the education program and opportunities for thousands of students and will cause the layoff of over 300 teachers; and

WHEREAS many of our colleagues across the country face equally disastrous situations;

Be It Resolved that the NEA condemns the actions of state and municipal governments which fail to recognize properly education as a top priority and censures them for their lack of commitment to America's children as evidenced by their woefully underfunding of its schools.

(Applause)

President Ryor: You have heard the motion. Microphone 9.

... Motion was seconded by *Lenny Lavalette* of Connecticut.

President Ryor: Having no debate, I will place the motion. All those in favor ... opposed ... the motion is carried.

Barbara Diebold: could you bring up a copy of what you would like to see sent to the Buffalo

Board of Education? We will edit it, I suppose. Microphone 14, William Solchenberger, Wisconsin.

William Solchenberger (Wisconsin): William Solchenberger, Wisconsin, speaking as an individual. I have a point of parliamentary inquiry in regard to my point of personal privilege that I asked for about an hour ago. I'd like to ask the president to direct the Elections Committee to investigate what effect the error in the voting machines had on the elections of officers, if any, and to report that back to this body.

President Ryor: I can report on that for you. The Elections Committee did consider that and, in light of the facts, suggested to you that the election ought to be certified. It was moved and seconded and adopted.

Mr. Solchenberger: All right. I also had a privileged motion here about an hour ago to move to reconsider such because—

President Ryor: Well, state your motion to reconsider it and I will entertain it.

Mr. Solchenberger: My motion is to reconsider that election result.

President Ryor: Is there a second, Mr. Solchenberger?

Mr. Solchenberger: I do not have my second here at the microphone. *Jim Pickett* from Baltimore, Maryland, is my second.

... Motion was seconded by *Jim Pickett* of Maryland.

President Ryor: The motion is to reconsider the acceptance of the recommendation of the Elections Committee regarding the election of officers. That is debatable. I have no cards immediately for debate of the issue. I will place the motion. All those in favor...

Mr. Solchenberger: I believe 60 percent error was not explained to us, whether that was in the election of officers.

President Ryor: The vote is in process. All those opposed... abstaining... the motion to reconsider loses.

Microphone 9, *Tom Singleton*, Rhode Island.

Thomas Singleton (Rhode Island): I have a question before making my motion.

President Ryor: Just a moment, please. Microphone 9.

Mr. Singleton: Mr. President, the last vote we took regarding New Business Item 4—did we defeat the amendment or did we defeat New Business Item 4?

President Ryor: You defeated New Business Item 4.

Mr. Singleton: Mr. President, I move reconsideration of New Business Item 4. I have a second.

President Ryor: All right, it is in order.

... Motion was seconded by *Harvey Press* of Rhode Island.

President Ryor: Moved and seconded to reconsider New Business Item 4. It is debatable. Do I have anyone at the microphones? I will place the motion. All those in favor... opposed... the motion loses.

It is now 4:30. Under the NEA presidential endorsement procedure, the NEA-PAC has the responsibility for determining the positions of candidates on NEA's legislative concerns and other organizational objectives. To meet that responsibility, NEA-PAC prepared a questionnaire that was sent to all of the major candidates for written responses. All major presidential candidates were also invited to participate in a videotape interview.

Four candidates—*President Ford*, *Governor Carter*, *Representative Udall*, and *Senator Church*—agreed and were interviewed by me, with the assistance of the NEA-PAC Committee. *Ronald Reagan* declined to be interviewed, and *Governor Brown* of California was unavailable due to schedule conflicts.

This afternoon, as I promised earlier, you will see the interviews of the two remaining candidates who did agree to talk with us—*Republican President Gerald Ford* and *Democratic candidate Jimmy Carter*. If you will, Joe, roll those films, please.

(Filmed interviews were shown from 4:30 to 5:40 p.m.)

President Ryor: I have some announcements and a few points of privilege that I'd like to entertain.

The NEA Teacher Caucus election results: chairperson, *Ed Arriaga*, Arizona; vice-chairperson, *Richard Harris*, Oregon; secretary, *Henrietta Blend*, Texas; treasurer, *Anthony Errichetti*, New Jersey—was that even close, Anthony?

Point of privilege, Microphone 13, *George Lewis*, North Carolina.

George Lewis (North Carolina): Mr. President, *George Lewis*, speaking for the North Carolina delegation. We are oftentimes doing things in a big way down in the Tarheel State. We have got a big pencil on the Tarheel's emblem. It goes back to 1776 when North Carolina revo-

lutionary soldiers stuck in the battle line, and someone, referring to them, said, "We wish all the boys would stick like the Tarheel boys."

President Ryor: A lot of people are leaving. It is my intention to start tomorrow morning's session at 9:30 instead of 10:30 as planned. It is critical that the delegation chairpersons and everybody else know that. I am going to ask you to announce that to your caucuses in the morning. We will be starting at 9:30 instead of 10:30 as planned in the program. All right, I am sorry, George.

Mr. Lewis: It is all right, Mr. President, what I am getting to is this—on our pencil we have Number 1. This means that we may not be the highest paid teachers in the nation, we may not have collective bargaining in our state, but there is one thing we do have, and that is a number of educators who rank Number 1 in this nation.

In 1972-73 we were fortunate to have the National Teacher of the Year, *Jay Rogers*. In 1973-74 our state Teacher of the Year was one of the top five in the nation. This year in 1975-76 North Carolina again has given to the nation *Ruby Murchison* of Fayetteville, North Carolina, as the National Teacher of the Year. We would like you to recognize that fact. Thank you. (Applause)

She is a UTP member. Thank you.

President Ryor: Thank you very much. Microphone 12, *Gerald Garland*, state of Colorado, question of privilege.

Gerald Garland (Colorado): Thank you, Mr. President. On behalf of the Colorado delegation I am pleased to announce, particularly following this interview that we have just seen, that out of the 35 delegates that Colorado will send to the Democratic National Convention in New York City, the UTP members will represent 27 percent of that delegation—9 of 35 delegates, including 2 delegates from one local, the Denver Classroom Teachers Association.

We would like to challenge any other state that might defeat our percentage of 27 percent of our state's delegation to the Democratic National Convention. Thank you. (Applause)

President Ryor: Microphone 8, *Dwain Pedersen*, state of Nebraska, point of privilege.

Dwain Pedersen (Nebraska): Mr. President, fellow delegates: I am speaking in behalf of the Boys Town Education Association and the president. In order to clarify myself, yes, we are the city of little men, we are also the richest city in the United States.

One of our candidates for office mentioned yesterday that the NEA needs to help teachers. I am here today to serve as a witness to the fact that the NEA and the Nebraska State Education Association have done just that for Boys Town. We want to take this opportunity to thank them.

To date, we still have a tragic situation at Boys Town. Last year's RA voted unanimously to support us in our attempt to be recognized. We still are not recognized, and the NEA and the NSEA still have continued their support and have guaranteed that the support will continue.

In March, through the influence of the NEA, we filed with the National Labor Relations Board to take jurisdiction. We are presently waiting for their decision. Since our filing has tied the hands of our administration in staff reductions this year, they have resorted to under-the-table tactics in raising the frustration level so high that our teachers resigned.

These are examples of things that have been done since our filing with the NLRB as a matter of continued frustration: guaranteed 50-percent cut in staff; threatening to cut the staff completely; my own office has been changed numerous times; no meetings can be held on the grounds; talking about association matters during school hours constitutes insubordination; loss of summer jobs for those who are always employed by Boys Town during the summer since it is not part of their school-time job; censorship of the school newspaper where even the students were speaking in our behalf; the hassling of many members, and many more. I won't even mention their wealth since you read that in the paper. I guarantee you that they do not share it with the teachers.

We come to you today not only to thank you for what you have done, but also to request your continued support. Twice a year Boys Town makes a serious appeal. When their request reaches your hands this next Christmas, I appeal to you to tell Boys Town that their Christian concept is contradictory, as evidenced in their manner of dealing with the United Teaching Profession.

Yes, the young men are getting a little heave-by now, but with your help we can, as in the past, continue helping them. Thank you.

President Ryor: Thank you very much. I have *Marge Hankins* from the state of Florida, Microphone 1. There she comes.

Marge Hankins (Florida): President Ryor, fellow teachers: I am president of Escambia County Education Association. In this year of our Bicentennial I would like to ask you to bear with me for just a moment so that I might tell you about a board of education that also is 200 years old, at least in its repressive thinking and policymaking.

If you are just negotiating under a new bargaining law as we are in Florida, please be warned of what some school boards will attempt to do rather than negotiate in good faith.

In Escambia there are 2,500 teachers who are trying to win their first, written master contract. This battle has been going on for a year and a half. Instead of being able to improve terms and conditions of employment, we have seen our rights continually diminished. Our salaries were frozen, our payroll deduction was stripped away; our use of the buildings and facilities was denied. Their Number 1 objective seems to be to kill the ECEA.

In truth, the association has been denied many rights and privileges guaranteed by state law. In some cases we are deprived of rights guaranteed under the United States Constitution, including the right of assembly and the right of free speech. We are forced to have our association meetings in parking lots, while other groups have free access to the school buildings.

The board of education in Escambia County is embarking on a deliberate and diabolical effort to destroy our teachers association. The teachers have been threatened, intimidated, coerced, and treated with contempt by this board of education. The board has even defied and ignored orders by the public employee relations commission to restore our previous rights and privileges.

Not only has this board refused to negotiate in good faith, but also it has attempted to unilaterally impose its own contract terms on our teachers. While refusing to pay our salary increment for 1975-76 in September and October, it froze our salaries and, yet, increased our work year by 14 days.

We have resisted and fought this kind of tyranny. Thanks to our colleagues in the Florida Teaching Profession, we received \$5,600 in voluntary contributions at our state convention this past April, and the NEA has matched that with another \$5,000 to help us in our battle. In addition, we have recently received a \$14,000 grant for political action, which is where the battle will be this fall.

This money is now being put to good use. The state legislature and the governor have enacted special local legislation for a referendum which will take place this Friday. It would increase our school board from a five- to a seven-member board and change the position of superintendent to an appointive rather than an elective position. It would also reduce the salary of school board members from \$6,800 a year to \$200 a month and make our school board elections nonpartisan.

We have already received the support of parents and other community groups in these attempts to win our battle. Thanks to the help and recognition you have already given us, perhaps our next school board this fall will be increased and enlightened, and we will move rapidly into this century in Escambia County where teachers' rights and privileges will be honored once again.

Thanks to all of you from the Escambia teachers and all the Florida teachers.

President Ryor: We will recess until 9:30 tomorrow morning.

The Fifth Business Meeting recessed at 5:55 p.m.

SIXTH AND SEVENTH BUSINESS MEETINGS

Wednesday, June 30, 1976

THE SIXTH BUSINESS MEETING convened at 9:35 A.M., Vice-President Willard H. McGuire presiding.

Vice-President Willard H. McGuire: Will the delegates please be seated. The sixth business meeting is now in session. The Chair recognizes Bernie Freitag, chairperson of the Constitution, Bylaws, and Rules Committee, for an important announcement.

Bernard Freitag (Pennsylvania): Thank you, Mr. Vice-President. As chairperson of the Constitution, Bylaws, and Rules Committee, I must insist on prompt compliance with the NEA campaign practices guidelines which require that, and I quote, "Elected or eliminated candidates must remove their campaign materials after the election results are announced."

It is inappropriate that campaign posters remain on display at this convention center at this time. If the campaign committees of the candidates are not present to discharge this obligation, I respectfully request that delegates from that state group sponsoring candidates would do so at this time. Thank you.

Vice-President McGuire: Thank you. This morning's session will consist of a film, the introduction of global teachers, and action on New Business Items.

The movie is *Who Owns Your Mind?* This morning we are going to show this film, made by CBS-TV in 1975. This film illustrates two tragic problems facing American teachers and students.

The first problem details the abuse of psychiatric examinations of teachers in New York City public schools. The second is the abuse of testing and evaluation in students' plays. Both of these problems present a growing threat to American education and teacher welfare. I urge you to give the film your close attention.

(Film was shown.)

President John Ryor: The delegates will please come to order. I'd like to recognize Microphone 13, Marjory Sharp, Kansas.

Marjory Sharp (Kansas): Mr. President, delegates to this convention: It is my privilege to introduce to you a delegate to this convention for a very special event. He is an esteemed friend from Illinois who will return to New Salem in Illinois. I wish to present a special guest at this time—our friend from Illinois.

(Applause as a gentleman stood who was dressed as Abraham Lincoln. The gentleman addressed the Representative Assembly as follows):

Thank you, Mr. Chairman. I greatly appreciate the use of a few seconds of your time this morning. I would like to congratulate the Representative Assembly on its deliberations and its efforts to improve the educational opportunities for children in this great country of ours.

I would also like to take just a second to thank you for some positions you have taken, particularly a business item which I believe you considered yesterday. I have a certain interest, as you may imagine, in the issue of handgun control. I appreciate your efforts in that direction. Thank you. (Applause)

Thank you very much for your courtesy this morning. Good luck to you.

President Ryor: Thank you very much. Because we have many points of parliamentary privilege asked for in the course of a meeting, I am going to take all the points of privilege at the end of the sessions as we move. (Applause) And I am going to also suggest one other thing if I might—that the points of privilege have time limitations at the outside of one minute, and we'd be very pleased if you do it in less time than that. (Applause)

All right, at this time I'd like to make an introduction of the global teachers program. As many of you know, the NEA is participating in a cooperative project with a consortium of major corporations to achieve a better understanding by the American public of the major institutions of our society, American industry and American public education.

The spirit behind this cooperative effort is Dr. James Affleck, president of the American Cyanamid Company. American Cyanamid has also joined with NEA in a series of activities in support of NEA Bicentennial projects. One of these projects involves bringing foreign teachers to meet with their American colleagues and to see American education and America in action.

Dr. Affleck is here to introduce these teachers, and I'd like to present him to you at this time. (Applause)

Dr. James G. Affleck: Thank you, Mr. President. *Abe Lincoln* is a hard act to follow!

Ladies and gentlemen, there is a certain species of sea turtle which is slow, ungainly, and ponderous. It is also cantankerous and seldom makes sounds except to bark or grunt in displeasure. It is not considered very bright because it will try repeatedly to climb obstacles in its path that it could just as well avoid.

Once a year, this turtle laboriously plods up the beach to deposit its eggs, which it quickly forgets, and then it returns to the depths not to be seen again.

A year ago at your annual meeting in Los Angeles, I was pleased to address you and to announce a joint NEA-industry proposal to study the ways in which the resources of industry can be better used to enhance the teacher's efforts in the classroom.

After that meeting, someone said—looking straight at me—that company executives on such occasions very much reminded him of that characterization of the sea turtle. "Not only was the physical description accurate," he said, "but corporate conception of programs for education rarely hatch into anything worthwhile."

This then is one of those rare moments! Not only am I back on your beach here in Florida, but also I am back to report to you that our plans to bring industry and education into a closer, more supportive, and productive working relationship are alive and well and growing. (Applause)

A few weeks ago, on April 26, the Executive Committee of the National Education Association formally endorsed what I believe is the most innovative and comprehensive effort ever attempted to bridge, in a practical way, the gap that exists between you in the teaching profession and those of us in industry.

It is an imaginative, exciting, and challenging effort that we are about to begin.

It is predicated on the need we both perceive for business and education to better understand each other and to work together in the interests of the individual who is today's student and tomorrow's employee, professional person, or manager.

You of the NEA and we of the business community believe that it is in our mutual interest to collaborate so that we can both contribute to the development of the individual and our society in a constructive synergism, recognizing that we both are parts of a whole.

Six leading American corporations are proud to have had the opportunity to work with you, through the NEA-Industry Study Group, to translate this concept into the action plan that is about to be implemented.

The business participants are American Telephone and Telegraph Company, The Equitable Life Assurance Company, The International Paper Company Foundation, General Electric Company, General Motors Corporation, and my own company, American Cyanamid. (Applause)

All of us on the business side believe that our personal and corporate tax dollars have never been, and can never be, enough demonstration of support for education. (Applause)

In the midst of today's educational crisis, it is more important than ever that corporations plow back some of their talent, and their unique practical experience, into the educational system that has done so much to make American industry the envy of the world.

Our immediate goal is to enlist hundreds of major companies in a grassroots industry-NEA effort. It will take support of this magnitude to achieve the personal rapport we seek between business people skilled in all disciplines—from economics to science and technology—and classroom teachers throughout the nation.

The keystone of this action plan, drawing from the roots of our nation's history, will be more than 1,000 industry-education "town meetings" which will be held across America during National Education Week in November of next year. (Applause)

These local forums, in small towns and big cities across our land, will bring together businessmen and you of the education community to discuss your problems and the ways in which your next-door businesses and industries can help in the interests of your students.

A focal point for this timely dialogue in your community and the hundreds of others throughout the country will be a national television program which will be shown simultaneously at all meetings. The program will be a catalyst to help teachers and business people identify possible areas of cooperation in your locality and to suggest goals for a local committee to develop cooperative programs involving your local business people in a partnership with you.

Supporting the effort will be a variety of sample programs, pilot projects, and materials available from an NEA education-industry clearinghouse, all of which will give you concrete,

usable, and practical ideas for projects that can work in your community—projects that have been tested and found successful, projects directly involving the classroom teacher and the working businessman one-on-one.

You will be hearing more about this NEA-industry program in the coming year as plans progress. However, I hope that you will leave this meeting today convinced, as I am, that there can be no more fitting and appropriate way to recognize our nation's 200th birthday than to pledge ourselves anew to the revitalization and relevance of our free institutions.

The hope and promise born in Philadelphia two centuries ago must remain alive for the youth of today and the generations to come, and we, business and education, must remain dynamic and creative in assuring that our enterprises are attuned to the needs of the day.

Thomas Jefferson, that early supporter of free public education for all, father of the University of Virginia, admonished us, and I quote:

Laws and institutions must go hand in hand with progress of the human mind. As that becomes more developed, more enlightened, as new discoveries are made and new truths disclosed, and manners and opinions change with the change of circumstances, institutions must advance also and keep pace with the times.

That, perhaps above all, is the core of what our free society is all about. And I would suggest it is what business and education are about. I would agree with the English biologist and philosopher *Thomas Henry Huxley*, who said, "Perhaps the most valuable result of all education is the ability to make yourself do the thing you have to do, when it ought to be done, whether you like it or not." (Applause) This, said Huxley, was the first and last lesson to be learned.

We in this country today know that we have a job to do in strengthening the principles that have served us all in the past and that hold the promise for the future. For our part, we in business believe that what helps the student in Washington or Watts or Wausau is going to help strengthen our society and its free institutions.

Education and industry need the interest and dedication of youth. The only way we can assure that dedication is to recognize our deficiencies, to acknowledge what needs correcting, to identify "the thing we have to do," and then to do it. (Applause)

As our vision and our interests in America's third century extend across this globe and into the reaches of space, part of what we have to do is understand and appreciate the diversity and interests of all peoples who share this planet with us. We know in business, and you know in education, that human thought, ideas, and science stop at no national boundaries.

The future of humankind in our next century is going to depend partially on science and technology applied to the world's problems of health, nutrition, shelter, and the amenities of life. Companies such as mine are working hard today to find these answers for tomorrow.

But our future will also depend, perhaps even more, on the world's wisdom and judgment in applying the tools industry and science will provide. We must hope that education around the world recognizes the interdependence of peoples and cultures.

That is why NEA and Cyanamid, in cooperation with the United States State Department, thought it entirely fitting to celebrate our Bicentennial by bringing to the United States a group of teachers and teacher leaders from countries around the world to join us in celebrating our 200th birthday and to see for themselves what America is all about. (Applause)

We are pleased to have these foreign guests with us this morning, and I would like to introduce them to you now. I will ask each to stand as he or she is introduced and to remain standing, and I ask you please to hold your applause until the entire group is presented. Our guests are:

From Brazil, *Margarida Rainoni Netta*, a first-grade teacher and associate secretary of the Brazilian Confederation of Teachers.

From Canada, *Jeanne d'Arc Brunelle*, a science teacher from Cornwall, Ontario.

From Denmark, *Kirsten Hansen*, teacher of German, mathematics, and physical education in the municipal school system of Copenhagen.

From Japan, *Masamitsu Fukayama*, staff member of the People's Education Research Institute of the Japan Teachers Union, Tokyo.

From the Netherlands, *J.C. Traas*, teacher of English language and literature at Marnix Secondary School in Ede.

From the Philippines, *Norma del Rosario Pascual*, teacher and guidance counselor from Quezon City.

From South Africa, *R.L. Peteni*, lecturer in English and vice-president-general of the African Teachers Association of South Africa from Fort Hare.

From Spain, *Don Manuel Alvarez Sanchez*, head of the Kensington Graduate School and president of the Provincial Union of Teachers of Madrid.

From Venezuela, *Jofre Tovar Bosch*, a member of the National Executive Board of the Venezuelan College of Professors, Caracas.

Ladies and gentlemen, let's welcome our overseas visitors. (Rising loud applause)

Thank you. Please be seated. Our guests, I am sure you will agree, represent the scope of cultures and historical experiences from which our America was born.

We are, indeed, pleased to have them with us today and for the next six weeks, during which they will travel as a group through eight states and the District of Columbia participating in a well-planned program of educational and cultural interchange.

I am happy to note that they will stay, wherever possible, in American homes and have the chance to participate in family life and social activities, from a clambake in Rhode Island to a hayride in Ohio to a barbecue in Massachusetts. (Applause)

And as you can expect, their contact with you and with modern American educational thought will be as comprehensive as NEA can make it.

Our guests will conclude their American experience by attending the annual meeting of the World Confederation of Organizations of the Teaching Profession to be held in Washington, D.C., August 4 through August 11. Between now and then, we hope they will come to a better understanding of contemporary American life, our problems and our aspirations, our hopes and our heritage.

For our part, we will have the opportunity to learn from them their views of education and society and the questions facing the youth of their countries.

After they return home, NEA will maintain contact with each of our visitors to continue this relationship with the teachers here today and their national organizations.

Thus, as our world becomes even more interdependent in the years to come, the international exchange begun here will be increasingly important in formulating the concepts and goals to be set for the future of all the world's peoples.

Surely the day is past when planners can plan, and teachers can teach, in isolation from the practical realities of the modern world. This is as true for education as it is for business.

Communication and dialogue, talking and listening, these are the needed first steps—between industry and education, and between American education and your colleagues throughout the world. Cyanamid is pleased to cooperate with you in both these first steps. But I would remind you that they are but first steps.

As we communicate—most importantly, as we listen—we will find areas of disagreement and possibly dispute. The test of our open society, and of these two programs I have just described, is how we can identify and resolve the areas where we may disagree.

An apparent communality of interests is all to the good. But the real need is to develop the judgment to deal with an ever more complex, diverse, and often conflicting world.

It is, as Huxley suggested, to do the things we have to do and to have the wisdom to know what those things are from the choices before us. You in education, and we in industry, have a large responsibility in sorting out those choices, and we look to free governments to permit us to express our decision as a society on how we are to move ahead.

The NEA-industry project includes its thousand local "town meetings" each year, our continuing relationship, and the global teachers meeting; these are all good choices and good first steps. Again, Cyanamid and I are pleased to join with you in these programs.

Together, let's resolve to do the things we have to do. Thank you very much. (Loud applause)

President Ryor: Thank you very much, *Dr. Affleck*. Before we proceed to the next New Business Item, let me restate the procedure that we are following. We are not going to take calls for speakers more than two items ahead, as I said yesterday—meaning if we are debating Item 5, we will take calls on Items 6 and 7. Also, let me say that we did not save any of the calls from yesterday, so you will have to call in again. We will be starting over.

Now then, I have at Microphone 1 *Chester Boyd*, Virginia.

(A lady said "Passes.")

President Ryor: Thank you. We will continue on New Business Items. We are now on New Business Item 5. Microphone 1, *Barry McNiff*, Massachusetts.

Barry McNiff (Massachusetts): *Barry McNiff*, Massachusetts, speaking for the Massachusetts delegation. Mr. President, I am a member of the local association in Massachusetts that is heavily impacted by a federal installation at Fort Bivins. I move Item 5.

... Motion was seconded by *Nancy Nugent* of Alabama.

President Ryor: Back to Microphone 1.

Mr. McNiff: We have a very difficult time negotiating with the federal government. It is virtually impossible. We have exhausted the resources of our strong state organization, and we come to the NEA asking that you in this New Business Item clarify the quality of the services that you provide to so many small locals like ours that are heavily impacted by federal installations.

I speak in favor of New Business Item 5 because it is consistent with making education finance our national priority. Its implementation will provide hard data for next year's study of education finance. It means to the individual members in any small local the physical evidence of the power of this 2-million-member organization to do what we cannot do alone. Without the NEA and our state organization, we would be helpless in this matter.

The federal government toys with local school districts that educate students of federal employees. NEA is working to correct that injustice. In this New Business Item we formally state our support for local bargaining teams who meet stiff opposition at the bargaining table from irresponsible school committees that postpone education planning processes until the federal money comes in. That is a cop-out.

This New Business Item would guarantee that we don't have to hold off and wait for money that is legitimately due before they hire the teachers and provide the supplies that we need.

President Ryor: Your time is up, *Barry*.

Mr. McNiff: I urge support of New Business Item 5. Thank you. (Applause)

President Ryor: Microphone 24, *Laurielee Mixson* from the state of Alabama, speaking for.

Laurielee Mixson (Alabama): Thank you. *Laurielee Mixson*, Alabama, speaking for the delegation. I would like to speak in support of New Business Item 5. I teach in an area that is highly impacted by an Army installation—my system receives several hundred thousand dollars in federal impact funds.

It becomes extremely difficult for a system to plan a school year and not know when or how much money will be received, and to hire the teachers who are needed for the year and then have the installation possibly closed. I urge your support for this item. Thank you. (Applause)

President Ryor: Microphone 14, *John Jennings*, state of Kentucky, speaking for.

John Jennings (Kentucky): Mr. President, *John Jennings*, representing the Fort Campbell Education Association and speaking for the Kentucky delegation. I strongly urge that this RA not only approve the adoption of this item but also instruct the NEA staff to actively lobby for its immediate implementation.

As an advocate for teachers on a federal installation, our local was amazed to learn the following items from our school administrators:

1. 1,400 to 2,000 new units of housing will be completed on the installation during the school year 1976-77. These are being expressly designed for families with school-age children since they have three, four, and five bedrooms.
2. Computing on an estimated occupancy of these quarters of two children per housing unit, we at Fort Campbell are supposed to assimilate these two to four thousand additional children into our already overcrowded conditions.

Upon asking when these students could be expected, the teachers were told by the administration that it would be during the school year of 1976-77. Upon asking when additional new buildings would be available, the teachers were told that hopefully by 1981 the money might be appropriated by Congress. Upon asking what we were supposed to do until then—

President Ryor: Your time is up, sir.

Mr. Jennings: Thank you. I urge your support of this amendment. (Applause)

President Ryor: We now have had three speeches for; we have no one at the microphones

wishing to speak against. I will place the motion on New Business Item 5. All those in favor . . . opposed . . . *the motion carries.* (Applause)

All the abstentions please. New Business Item 6, Microphone 7, *Ted Romoser*, Oregon.

Ted Romoser (Oregon): Mr. President, I am moving New Business Item 6. I have a seconder at Microphone 7, and I wish to speak to the item.

President Ryor: Microphone 7, Microphone 12.

. . . Motion was seconded by *Roxanne Bradshaw* of Colorado.

President Ryor: Thank you. Microphone 7, *Ted Romoser*.

Mr. Romoser: Mr. President and delegates, in these times of trouble for teachers, I regret the need to present quite another difficulty. But I need your support in bringing forth for full inspection a silent crisis that is quietly transforming the nature of our schools.

Significant bits of information from many parts of the country indicate that the numbers of administrators and the budgets of administrative offices have been expanding explosively, while the number of teachers actually meeting with students grows little or declines. To cite a few examples: In Nebraska, the university administration has gone up by 120 percent in the last five years while the number of students has grown only by 17 percent. In my own state, Oregon, the chancellor's office has a budget as large as Southern Oregon State College with a faculty of 200 even after it has suffered RIFs. At California State University—

President Ryor: Your time is up, Ted.

Mr. Romoser: I seek your help in examining this growing crisis in education resources going to administrations, not to teaching. Thank you.

President Ryor: Microphone 13, *Newel Standley*, state of Utah, point of information.

Newel Standley (Utah): I am just concerned at the cost. Does the maker or the Chair see this will be an extensively expensive item?

President Ryor: The cost is going to be about \$3,000.

Mr. Standley: Thank you.

President Ryor: Microphone 6, *Gunnar Brown*, state of Missouri, to amend.

Gunnar Brown (Missouri): *Gunnar Brown*, state of Missouri, speaking for the delegation. I wish to yield to Microphone 12, *Joyce Lavelle* from Colorado.

President Ryor: Microphone 12.

Joyce Lavelle (Colorado): *Joyce Lavelle*, speaking for the Colorado delegation. I would like to amend New Business Item 6 by deleting the word "higher" in the second line and by adding in the fourth line, after the word "report," the words "which shall be in two parts, one for K-12 levels and one for all levels of higher education," and by adding at the end the two words "and districts."

Do you want me to read the entire New Business Item?

President Ryor: No, I think the intention of your amendment is to extend investigation to K-12 education institutions as well. Is that right?

Ms. Lavelle: I have a second.

President Ryor: At what microphone?

Ms. Lavelle: At Microphone 12.

President Ryor: Thank you.

. . . Motion was seconded by *Roxanne Bradshaw* of Colorado.

Ms. Lavelle: I would like to yield to Microphone 6, *Teresa Reger* of Missouri, to speak to the amendment.

President Ryor: Microphone 6.

Teresa Reger (Missouri): *Terry Reger* from Missouri, on behalf of the Missouri delegation, in support of the amendment. There is a need to include in Item 6 all levels of education. Sixty-one thousand teachers were RIFed last year. How many of these 61,000 were superintendents, assistant superintendents, directors, coordinators, and an endless variety of many administrators. (Applause)

I include these many administrators because statistics rarely include them. As reported in *Time* magazine, New York City has one administrator for every two teachers in the classroom. What has AFT done about it? As reported in the *St. Louis Post-Dispatch*, East St. Louis, Illinois, is suffering a similar fate. What has AFT done about it?

NEA must be the organization to do something about this problem. I teach in a district in Missouri that the federal courts merged with two other districts. This spring our one new dis-

strict felt the need to retain complete sets of administrators and yet eliminated 50 classroom teaching jobs. I know this is not unique to my school district.

President Ryor: Your time is up.

Ms. Reger: I urge you to support this amendment. (Applause)

President Ryor: I think it is important for me to point out for the delegates that the amendment would increase the cost of that investigation several times. Microphone 3, *Steve Edwards*, state of California, speaking for.

Steve Edwards (California): Thank you, Mr. President. The California caucus has taken a position in support of Item 6. We consider this a friendly amendment.

We think we have a general problem. We know we have one in higher education regarding this particular New Business Item, but it is a friendly amendment. It is a good amendment. It is a much-needed amendment.

I would encourage this body to vote favorably for the amendment to New Business Item 6 that is before you for discussion at this time. Thank you. (Applause)

President Ryor: Microphone 7, *Ted Romoser*, Oregon.

Ted Romoser (Oregon): Yes, Mr. President. I just wanted the delegation to know that the Higher Education Caucus considers that a worthy addition to the New Business Item, and we accept it as a friendly amendment. (Applause)

President Ryor: Let me state the point here. If there is no objection on the part of the body, we will simply include the amendment as part of the main motion. (Applause)

In that event we are back to the main motion with the inclusion as suggested by *Joyce Lavelle*. At Microphone 12, *Roxanne Bradshaw*, Colorado.

Roxanne Bradshaw (Colorado): *Roxanne Bradshaw*, Colorado, speaking for the motion as amended. Even though many of the program areas in NEA are becoming aware of the needs of the increasing higher education membership in UTP, the concern regarding the need for research at all levels of higher education is still not being met.

In a majority of the states we are still only in an organizing posture. But we have many states that have units that have been bargaining for some time. It is vital that these bargaining units at the bargaining table not only in higher education but also at all levels of education, K through G, have this information and this data.

We see education funds becoming increasingly more difficult to get from state legislatures. Once we receive the barely adequate moneys, we must have documented information to ensure channeling of these dollars into full-time teaching positions and not into the proliferation of an already top-heavy system that continues to administer more and more to fewer and fewer as our numbers decrease at the instructional level.

I encourage your support of this motion.

President Ryor: Your time is up. Microphone 23, *Bridget Mugane*, Wisconsin.

Bridget Mugane (Wisconsin): *Bridget Mugane*, Wisconsin. I pass.

President Ryor: Microphone 8, *Jim Thorpe*, California, speaking for.

Jim Thorpe (California): Since *Steve Edwards* has already given the California position of delegation support for this motion and the amendment, I would just add on behalf of the California College Association that we strongly urge a Yes vote.

President Ryor: That is the third speech for; we have no other speakers speaking against. In that event, I will place the motion on New Business Item 6 as amended to include K-12 as well, with the appropriate editorial changes. All those in favor . . . opposed . . . the motion carries.

The next item of business is New Business Item 7. Microphone 14, *Dean Pettit*, state of Wisconsin.

Dean Pettit (Wisconsin): I have three daughters. I am racially not emotionally a believer in the feminist movement. I say—

President Ryor: Could I have your attention, please. It is going to be necessary for you to move the motion and second it.

Mr. Pettit: I move the motion. I have a second from Pennsylvania at Microphone 6.

President Ryor: Microphone 6.

. . . Motion was seconded by *Ruth McKenna* of Pennsylvania.

President Ryor: Back to Microphone 14.

Mr. Pettit: I am not emotionally a feminist because I am a product of our racist, sexist society. Our schools have inculcated in me an attitude of discrimination. In our schools girls are

too often rewarded for obedience with good grades; boys are rewarded for disobedience or creating an independent behavior by being given more attention. Girls are expected to do as they are told; boys are expected to take the leadership position. That programming works.

After graduation, girls who make good grades for obedience earn only a fraction of the salary of the boys for whom they work. It is no accident that many people feel superior to other people. They are taught to believe that by the actions of our society.

On a national level we teach our children that it is not possible for a woman or a minority group member to take our highest political offices. We teach this by omission. Certain kinds of people are simply never chosen. Politicians have claimed for decades that they are perfectly willing to consider women or members of a minority group for our highest offices.

President Ryor: Your time is up, sir.

Mr. Pettit: I would ask that we support this motion.

President Ryor: Microphone 15, *Charles Moses*, West Virginia.

Charles Moses (West Virginia): *Charles Moses*, chairman of the West Virginia delegation, speaking for the delegation. Because of what we have seen on some of the tapes and because of what we have been hearing from some of the presidential candidates, particularly the one who won whom it appears the NEA will be endorsing, I move to table Item 7. And I have a second here at this microphone.

President Ryor: Microphone 15.

... Motion was seconded by *Geraldine Noell* of West Virginia.

President Ryor: A motion to table is not debatable. It requires only a simple majority. I will place the motion. All those in favor ... opposed. All those in favor please stand ... opposed please stand ... the motion carries.

New Business Item 8. Microphone 16, *Dolores McDaniels* from the state of Washington.

Dolores McDaniels (Washington): *President Ryor*, before I move this New Business Item, concern has been expressed that there is some misunderstanding about this New Business Item and that we are asking NEA to pay the cost for substitute teachers.

Since this is not the intent and/or the purpose of clarification, I wish to amend New Business Item 8 by substitution if that would be in order.

President Ryor: I am going to rule that it would be in order inasmuch as the original intention of the maker is that it wouldn't have any budgetary implication for NEA specifically.

Ms. McDaniels: Thank you. If you will refer to the item as printed on your sheet. The first two lines would be the same: "The NEA shall insist that NCATE assure the participation of teachers on NCATE evaluation teams by providing substitute costs." Then cross out the word "to" and the next line, and add "as part of the accreditation expenses paid by the institution."

President Ryor: All right, do you have a second for your amendment please?

Ms. McDaniels: Yes, I do, at this microphone.

... Motion was seconded by *Bob Pickles* of Washington.

President Ryor: Back to Microphone 16, *Dolores*.

Ms. McDaniels: The National Council for Accreditation of Teacher Education, which has the responsibility for evaluating college and university teacher education programs that train those students who will become our future colleagues, does not currently pay the costs of substitutes for teachers who participate on evaluation teams.

Many local school administrators seem to feel it is not important or necessary for classroom teachers to be involved in this evaluation, and because the districts are apt to pay the substitute costs, many of us have been denied the right to participate.

The insight and expertise of the classroom teacher are vital elements on evaluation teams. We must ensure that our participation is not denied to us, using as an excuse the fact that the local districts cannot afford to pay our substitutes.

Currently colleges and universities pay thousands of dollars for NCATE accreditation. There certainly should be enough money to ensure that teachers will be allowed the same rights as the college representatives and the administrators to participate in these evaluations. I would urge you to vote for this New Business Item. Thank you.

President Ryor: Microphone 1, *Reggie Weaver*, Illinois, speaking for.

Reginald Weaver (Illinois): *Reggie Weaver*, Illinois, speaking on behalf of the delegation, in support of the New Business Item. Usually the process used is also sent out to the individuals requesting that they serve on such evaluating teams. The letter indicates or instructs that the local teachers go to the local education agency and ask whether or not they will be able to participate in such an evaluation.

In some instances the local education agency says Yes, and in other instances it says No. In those cases where it says No, the costs of substitutes should be paid in order that classroom teachers will be able to participate in such an important activity as the evaluation of a teacher education institution. We urge your support of this New Business Item.

President Ryor: Microphone 3, *Steve Edwards*, state of California.

Steve Edwards (California): Thank you, Mr. President. I have a motion that I think will help facilitate debate on the matters before us. Inasmuch as we have allowed three speakers for and three against, my motion would be that those speakers be taken in alternating order. One making a motion may speak to the motion; you cannot make a motion and speak against it, so that would be considered the first speaker for. Then if there is no one wishing to speak against the motion, it would seem to me that we do not need three speeches in favor, and so you can put the question. And we will save a lot of time. (Applause)

I have a second for the motion, *Lou Mitchell*.

President Ryor: Mr. Edwards, I am going to suggest that that will be an operational process I can follow, if there is no objection. I think the point is well made, and if the body does not object—

Mr. Edwards: Thank you. I appreciate that.

President Ryor: We have no speakers against, and in that event I'd like to place the motion. All those in favor . . . opposed . . . *the motion is carried.*

I have at Microphone 24 *Peter Toggerson* from the state of North Carolina.

Peter Toggerson (North Carolina): Mr. President, *Pete Toggerson*, state of North Carolina, speaking as an individual. I was concerned about expediting debate also. Just like yesterday, we had a lot of slowness. I'd like to pass at this time. Thank you.

President Ryor: Okay. New Business Item 9. Microphone 11, *Frank Totten*, state of New Jersey.

Frank Totten (New Jersey): Mr. President, speaking for the New Jersey delegation, I move New Business Item 9.

President Ryor: Do we have a second?

Mr. Totten: At Microphone 9.

President Ryor: Microphone 9.

. . . Motion was seconded by *Ronald DiOrto* of Rhode Island.

President Ryor: Microphone 11.

Mr. Totten: I would like to yield my speaking time to *Judith Owens*.

Judith Owens (New Jersey): Mr. President and fellow delegates, the New Jersey school crisis began over five years ago. It calls for state aid to overcome differences in local property taxes. But unlike other cases, the New Jersey challenge was brought to state courts under our state constitution, which called for efficient education for every child.

More than four years ago the court declared our state aid formula unconstitutional, but not until last year did the legislature adopt new formulas. Yet no new money has ever been voted on.

On May 13 of this year our state court lost patience, and the judges said that unless the state legislature comes up with all the new money required, no money can be spent in New Jersey on free public schools—no state, no local, not even any federal money.

The injunction takes effect tomorrow on July 1. This morning in Trenton all the federal judges in the state have been convened to dispose of a last-minute appeal by our uncooperative state school boards association. We expect rejection of that appeal.

Both houses of the legislature are in session awaiting the judges' ruling. If our New Jersey legislators and school boards can thumb their noses at the courts and get away with it, no legislature anywhere in this nation is going to worry about court orders requiring funds for schools.

We seek your support to tell our lawmakers that the eyes of the nation are upon them. There is only one way they can go—the court must prevail. The New Jersey legislature must act this week to make those schools stay open. (Applause)

President Ryor: We have 23 speakers lined up for the motion; we have no speakers against. I will place the motion on New Business Item 9. All those in favor . . . opposed . . . *the motion carries.*

New Business Item 10. Microphone 16, *Jill Fein* of the state of Texas.

Jill Fein (Texas): Mr. President, I move the adoption of New Business Item 10. And I have a second at Microphone 14.

President Ryor: Microphone 14.

... Motion was seconded by *Margaret Zierdt* of Maryland.

President Ryor: Back to Microphone 16, Jill.

Ms. Fein: The NEA has long been on record in support of the Equal Rights Amendment. But that is not enough. In order to assure passage of this Amendment, we need action. We are finding that it is not going to be easy to get this Amendment passed.

Some states have already rescinded ratification of the ERA and other states are threatening to do so. We in the NEA must show our support for the Equal Rights Amendment, not just put it on paper. It is in every teacher's interest that the ERA be ratified to assure equal opportunities for ourselves and for our students.

The NEA Fifteenth Annual Conference on Civil and Human Rights in Education went on record in support of the ERA rally in Springfield, Illinois, sponsored by the National Organization for Women on May 16. On May 16, 10,000 people showed their support for the ERA-NOW action which helped create a positive climate for the Equal Rights Amendment.

President Ryor: Your time is up.

Ms. Fein: I urge you to continue this effort by supporting this New Business Item which was unanimously supported by the NEA Women's Caucus. Thank you.

President Ryor: Microphone 6, *Nancy George*, Iowa.

Nancy George (Iowa): Speaking for the Iowa delegation, I would like to move to amend by deletion of the last two paragraphs of the New Business Item. I have a second at this microphone.

President Ryor: Okay. Seconded by?

... Motion was seconded by *Richard Staver* of Iowa.

President Ryor: Microphone 6, *Nancy*.

Ms. George: Many of the teachers, not just in Iowa but also in other places around the country, are going to be involved in preparing, if they are not actually in the classroom by the time of the march on August 28. And the Iowa delegation is concerned that by encouraging these kinds of things, it is going to put our members in a bad situation in trying to participate. We feel that we want to encourage them to do things in their own particular states, particularly those states that have not passed the ERA yet.

President Ryor: Microphone 14, *Margaret Zierdt*, Maryland.

Margaret Zierdt (Maryland): I wish to speak against this motion. The speech I would make in favor of the main motion will do just as well in opposition to this amendment. The idea of this activity goes from July 5 to August 28, which will not interfere with many school programs.

The precedent set by the NEA and educators in many goals of American life can be extended to this area, following the rich tradition set more than 100 years ago by the National Women's Suffrage Association that marched and agitated and finally achieved the vote 50 years ago. And now is the facilitator day and support is needed from groups such as NEA.

Already this group is aided by the League of Women Voters, the American Association of University Women, women's equity groups, and religious groups. NEA needs to be there, shoulder to shoulder with them. In fact, we should be out in front.

President Ryor: Your time is up.

Ms. Zierdt: Please defeat this amendment and support the main motion.

President Ryor: Microphone 12, *William Speiser*, state of Colorado, point of parliamentary inquiry.

William Speiser (Colorado): Mr. President, do the Standing Rules of this organization now demand that we have printed rationales for New Business Items for consideration?

President Ryor: Yes, they do.

Mr. Speiser: Then I call the attention of the floor now to the printed rationale I have in my hand.

President Ryor: I am going to ask *Mr. Freitag*, who is the chairperson of our Constitution, Bylaws, and Rules Committee, to respond to your concern. There was no rationale printed on Item 10.

Mr. Speiser: Nor Item 11.

Bernard Freitag (Pennsylvania): Thank you, Mr. President. It is the opinion of the Committee on Constitution, Bylaws, and Rules that these New Business Items printed without rationales are in order because it was not possible to change the forms after the Rule was amended on the floor at our first business session. Those delegates wishing to submit Items of

New Business were not instructed on the form for submission that in order to be considered, the Item of New Business must also be accompanied by a statement of rationale.

This is in accordance with our past procedure, and by that past procedure, that Standing Rule would require a change of the form for the next RA, and the Standing Rules as amended would be implemented in all fairness to all delegates at the next RA.

President Ryor: I am going to rule that the motion is in order. Microphone 2, *Pat Houseman*, state of Michigan, speaking against the amendment.

Pat Houseman (Michigan): Am I allowed to speak against the amendment since there's already been one?

President Ryor: I am sorry, are there any further speakers for the amendment? We have had one for and one against, and you are the last one.

Ms. Houseman: I wish to speak against this amendment. I feel it cuts the guts right out of the New Business Item. I think it is time to quit fooling around and get on with the business of equality. Thank you. (Applause)

President Ryor: I have no other speakers so I will place the amendment. The amendment is to strike the last two paragraphs of New Business Item 10. All those in favor . . . opposed . . . the motion fails.

Back to New Business Item 10. Microphone 22, a delegate from the state of New Jersey, *Jo*—if you will help me—*Jo Giacomarra*.

Jo Giacomarra (New Jersey): *Jo Giacomarra*, speaking for the New Jersey Education Association Women's Caucus. The mover of New Business Item 10 has already spoken of the tremendous rally held in Illinois in May. In that rally I marched along with 10,000 others carrying a hand-lettered sign which said, "NEA Supports ERA."

Leaders in many fields, including labor, either were present or sent telegrams in support of that action. I looked and listened in vain for some official voice from NEA. We all recognize the tremendous importance of financial support on issues we care about. NEA is to be commended in this area.

However, it is time to put our mouths and bodies where our money is. I urge you to support New Business Item 10. (Applause)

President Ryor: All the other speakers are speaking for the motion. There is none speaking against. Let me place the motion. All those in favor . . . opposed . . . the motion carries.

Microphone 24, New Business Item 11, *Edwin Fruit*, state of Georgia.

Edwin Fruit (Georgia): I have a second at Microphone 6.

President Ryor: Okay, you placed the motion. Microphone 6.

. . . Motion was seconded by *Judy Behnke* of Missouri.

President Ryor: Thank you. Back to Microphone 24.

Mr. Fruit: Mr. President, I'd like to offer a slight rewording to this New Business Item. The rewording has been worked out with legal counsel of NEA, with the same intent—just a slight changing of the wording.

President Ryor: All right. Why don't you call to the attention of the delegates where the changes are. If they are slight, it should not take very long.

Mr. Fruit: The basic change is that it has the same intent, but it does not call for the endorsement of any particular litigation or any particular organization that may be involved in suing the government for these kinds of acts that we are talking about. It just calls for a general condemnation.

President Ryor: Why don't you read it.

Mr. Fruit: The item as it stands now:

The National Education Association condemns the series of unconstitutional and unlawful actions carried out by the FBI, CIA, and other agencies of the federal government, including wiretapping, mail covers, harassment, intimidation, infiltration, and the sending of threatening anonymous letters such as those directed against *Dr. Martin Luther King, Jr.*, and other American citizens whose ideas the government may not like.

The Representative Assembly directs the NEA to support efforts, including litigation, designed to deter such actions and to require such federal agencies to conform their activities to the Constitution and laws of the United States.

President Ryor: I will accept that as a substitute for New Business Item 11—if there is no objection. The intent is the same. Microphone 24, Edwin.

Mr. Fruit: Okay. To this day federal agencies spy on and harass and disrupt the political activities of many citizens. Some of you may have seen the front page article Tuesday in the *Miami News* where it was revealed that FBI agents actually were rewarded for participating in clearly unconstitutional acts. Some of these acts took place as late as 1975.

To this end, many lawsuits have been filed against the government. Victories in such suits would be to the advantage of all. Many documents have been released admitting illegal acts by these government agencies. Last summer it was revealed that the FBI attempted to get teachers fired from their jobs merely because of their political persuasions through the release of the documents. It was revealed that the FBI and other police agencies helped to foment violence against Dr. Martin Luther King in 1968 in support of striking sanitation workers. As a result of this violence, Dr. King returned to lead another march which he hoped to remain non-violent.

President Ryor: Your time is up.

Mr. Fruit: I urge your support for this item.

President Ryor: Microphone 11, Frank Totten.

Frank Totten (New Jersey): No, that was against the other motion. Now we have the substitute—I am not against that.

President Ryor: I have no others. Bob McNeill, Wyoming, speaking against.

Bob McNeill (Wyoming): I feel that the vagueness of this motion would lead NEA down the road of supporting things at a later time that we do not understand at this time. And until we have a more specific direction in which to aim our support, I would feel that this would not be a good direction for us to follow. And so I would urge the defeat of New Business Item 11.

President Ryor: Microphone 1, Harley Miles from the state of Virginia, on a point of information.

Harley Miles (Virginia): Yes, Mr. President. If I understood the motion, it says we will support litigation within this area. Does that mean all litigation, and to what extent will we support it, and how much money will this cost? What kind of can of worms are we getting into? I need some information.

President Ryor: Microphone 24, Mr. Fruit. Would you care to respond as to what your intention was?

Mr. Fruit: The intention doesn't have anything to do with funding or necessarily getting involved in any type of litigation. It is merely that we support the intention of this kind of litigation.

President Ryor: All right. Microphone 8, Nathaniel Ingram, state of Georgia, speaking for.

Nathaniel Ingram (Georgia): Nathaniel Ingram, Georgia Association of Educators, speaking as an individual. You have already heard the speaker at Microphone 24 enumerate the reasons why we should have this New Business Item. This New Business Item is necessary; in my mind it is not strong enough. There must be some action taken to stop the FBI, the CIA, the IRS, and the military establishment from carrying out the shenanigans along this line that they engage in.

Therefore, for want of a better New Business Item, I wholeheartedly support it and ask your support for this New Business Item. I thank you. (Applause)

President Ryor: Microphone 26, Anthony Dibiase—is that correct?—of Pennsylvania.

Anthony Dibiase (Pennsylvania): I would like to cede my time to Jim MacRae of the Pennsylvania delegation.

President Ryor: Mr. MacRae.

Jim MacRae (Pennsylvania): Jim MacRae of Lincoln University and the Commonwealth of Pennsylvania. Some years ago I read an article by Howard Bellwright, "The Eyes of the World." There was a person in there who was rather evil, trying to do some dirt to some fine young people. This old writer said, "Through the power of my pen and the prestige of my name, I will picture you as you are, Madam, and put you before that which you do fear, the eyes of the world."

Through the power of the National Education Association, and the power that we wield here, as this body of 2 million people, we can call these nefarious schemes what they are and paint them as they are and put them before the eyes of the world, so no more will we suffer these kinds of indignities. (Applause)

President Ryor: Microphone 6, Jessie Coleman, state of Louisiana.

Jessie Coleman (Louisiana): I am Jessie Coleman, speaking for the state of Louisiana. I am

against this proposal because it is vague, it does not specify the intent. And we from the state of Louisiana do not know the intent of this motion, and so we urge that all persons vote against the Item 11. Thank you.

President Ryor: Microphone 4, *Greg Beard* from the state of Massachusetts, on a point of information.

Greg Beard (Massachusetts): Mr. Chairman, a point of information. The Political Rights Defense Fund, an ad hoc, nonpartisan, civil liberties group is all I have to go on as to figuring out what this group is and why they are submitting this.

I have no qualms as far as supporting the concept they have stated here. But I would like to know more about this organization.

President Ryor: Well, Greg, that is no longer part of the motion. *Mr. Fruit*, in restating it, dropped the reference to the Political Rights Defense Fund.

Mr. Beard: But there is no information as to how it was created, the officers, et cetera, available to us?

President Ryor: Well, it is available. It is just not relevant to the motion at this point. It is no longer part of the motion.

Mr. Beard: Thank you.

President Ryor: I have no one else at the microphones. I have had three for, and there are no more against. I will place the motion as substituted by *Mr. Fruit*. Microphone 1, please.

Jeanne Miles (Virginia): *Jeanne Miles* from Virginia. I don't have any objections to this, but I couldn't get the changes that were made, and I would like to have them before I make any vote. (Applause)

President Ryor: If there is no objection on the part of the body, I will move to the next item while we prepare this to be placed on the screen.

Ms. Miles: Thank you, Mr. President.

President Ryor: I'd like to announce that budget reports are now available for pickup at the designated materials distribution tables A, B, C, and D by state representatives.

I'd like to move to New Business Item 12 while we are preparing the substitute for Item 11. Microphone 13, *Marge Sharp*, Kansas.

Marjory Sharp (Kansas): Mr. President and delegates to this convention, *Marjory Sharp*, speaking for the Kansas delegation. We move New Business Item 12 as printed. The second is at Microphone 23, I believe, sir.

President Ryor: Microphone 23.

... Motion was seconded by *Jim Blank* of Wisconsin.

President Ryor: Back to Microphone 13.

Ms. Sharp: The reason we present this New Business Item to you is that line item 500 in the federal budget includes manpower, education, and social services. Though we believe in the social services and the manpower, in these times when the expenses are more, when the millions are certainly accrued to this account, the line item for education certainly has not received its share.

Manpower gets a great deal, social services gets more, and education is left out. The headlines read billions for this line item, but we don't get it. By separating education out of this line item, by making it into a separate functional category in the federal budget, we can show what few cents out of the federal dollar are given to education.

If ever we are going to move to the one-third/one-third/one-third concept, let's start here. Thank you.

President Ryor: Microphone 10, *Ed Arriaga*, state of Arizona, point of information.

Ed Arriaga (Arizona): I would like to know what line 500 in the federal budget represents.

President Ryor: Line 500 in the federal budget includes the appropriation not only for education, but also for social programs and issues, welfare issues, and others, and the intention of *Marjory's* motion is to remove education from that conglomerate line, extract it, and put it off by itself.

Mr. Arriaga: Thank you.

President Ryor: There are no speakers against the motion. I will place New Business Item 12. All those in favor ... opposed ... the motion carries.

New Business Item 13, *Ray Gran*, state of Indiana.

Ray Gran (Indiana): Speaking for the delegation, I move New Business Item 13, and I would like to speak to it after I have a second.

... Motion was seconded by *Ruth Ann Teague* of Indiana.

President Ryor: Thank you. Microphone 23, Ray.

Mr. Gran: Fellow delegates, the other day when I spoke to you, I talked about a teacher in your local or in your state with a good idea. This is what this represents.

A teacher came to our state representative assembly and made a motion similar to this one, gave it to our board of directors. Our board of directors, through its communications committee, developed a Teacher Recognition Day, and this past May 12, Indiana had a Teacher Recognition Day and a proclamation signed by Governor Otis Bowen.

We are recommending to you a concept to be recommended to you by the Board of Directors of NEA. We are not trying to determine a technique through this motion. We want the concept to go forward. We want a day such as the one we had in Indiana that will recognize all teachers for all contributions that teachers have made. We would like to let the Board of Directors work out the final details. Thank you.

President Ryor: Microphone 14, Dean Pettit from the state of Wisconsin.

Dean Pettit (Wisconsin): Dean Pettit, making amendment to New Business Item 13. I have a second, Don Dieter, also from Wisconsin. I move amendment by addition. Add an "a" to the word "purpose."

President Ryor: Dean, would you please take your time and speak into the microphone clearly.

Mr. Pettit: Yes, sir. Delete the period in order to add a phrase, "and encouraging the creation of public employee bargaining laws allowing teachers and other public employees equal bargaining rights with other American workers."

The rationale for this amendment is that the main motion asks people to recognize the contribution of teachers. The amendment asks them to do something about that and to give us equality with other American workers.

President Ryor: Mr. Pettit, I have great sympathy for your motion, but I don't think that it is relevant to the intent of the motion that was placed before the Assembly. And I am going to rule it out of order.

Mr. Pettit: It is your situation, sir. (Applause)

President Ryor: We have no speakers against New Business Item 13. I will place the motion before you. All those in favor . . . opposed . . . the motion carries.

New Business Item 14. Microphone 13, Daniel D'Hulst, state of Utah.

Daniel D'Hulst (Utah): Mr. President, Dan D'Hulst of the Davis Education Association, representing the Utah delegation, moves the adoption of New Business Item 14. And I wish to speak to that motion, and the second is at this microphone.

President Ryor: Very good.

. . . Motion was seconded by Daphne Aller of Utah.

President Ryor: Thank you.

Mr. D'Hulst: Mr. President and fellow delegates, we urge your adoption of this New Business Item because it is obvious to all that you want gun control legislation. It should be obvious that such gun control legislation should be effective and precise in its nature.

For this Assembly to adopt this New Business Item would be consistent with any action you have done on prior items dealing with gun control up to this point. Our will should be expressed in a manner compatible with our basic constitutional rights, as well as be expressed in a manner designed to solve and remedy the deplorable conditions prevalent in the misuse and abuse of guns in our present-day society.

Any such action by this Assembly should result in legislative support designed to curb the abuse of the ownership of handguns. Not only does this proposal direct prescriptive measures for the manufacturing, sales, and distribution of handguns, but also it seeks significant penalties for the misuse of guns or any such firearms.

It is obvious that this body seeks a gun control measure. It should be equally obvious again then that any such measure should, first, not take away our constitutional rights; second, not punish those not abusing those rights; and third, certainly punish those who do abuse their right to own firearms.

President Ryor: Your time is up, sir.

Mr. D'Hulst: Thank you. I urge your adoption of New Business Item 14. (Applause)

President Ryor: Microphone 14, Nelle Taylor, state of South Carolina, point of inquiry.

Nelle Taylor (South Carolina): I have a point of information on New Business Item 16.

President Ryor: All right. There are no speakers against. So I will place the motion. All those in favor . . . opposed . . . the motion carries.

New Business Item 15, Microphone 23, *Joanna Hock* from the state of Indiana.

Joanna Hock (Indiana): *Joanna Hock*, speaking for the delegation. Mr. President, I'd like to make a correction in line 3 of the printed copy to delete the word "Bike" after the slash mark.

President Ryor: Delete the word "Bike" so it just reads "Ride-A-Bike/Hike".

Ms. Hock: Correct. I move the adoption of New Business Item 15. I have a second at Microphone 1. And I'd like to speak to it.

... Motion was seconded by *Kathleen Roberts* of Massachusetts.

President Ryor: I have an objection to consideration. Microphone 6, *Joseph D'Andrea*, Pennsylvania.

Joseph D'Andrea (Pennsylvania): *President Ryor*, *Joe D'Andrea*, president of Pennsylvania Education Association. I object to the rationale on Item 15.

President Ryor: It requires a two-thirds vote of the body. It is not debatable. I will place the motion not to consider before you. All those in favor ... opposed ... we will consider the motion.

Ms. Hock: The National Association of Retarded Citizens is a volunteer health association consisting of over 250,000 members located throughout the United States dedicated to promoting the welfare of over 6 million mentally retarded children and their parents.

The "Ride-A-Bike/Hike" is sponsored by the National Association of Retarded Citizens. It is a viable public education project to inform the public of the preventable causes of mental retardation. In many other states the project is cosponsored by the state teachers associations.

Connecticut, Massachusetts, Pennsylvania, Maine, Indiana, and their state ARCs are working now together very successfully on statewide bike/hikes. Several other states are involved at the local level. Besides building a positive community image, the most important advantage is the personal advantage of having assisted in the project.

The NEA passed this in November 1973 and reaffirmed this position here at the meeting in Miami Beach. Indiana believes it is time for the RA to adopt a supportive position. We urge the passage of this very positive action.

President Ryor: Microphone 2, *Marlene Dean* from the state of Michigan.

Marlene Dean (Michigan): *President Ryor*, *Marlene Dean*, speaking as an individual. I'd like to amend this by deleting the words "Ride-A-Bike/Hike," so this New Business Item will read "urging our state affiliates to actively work for the Association of Retarded Citizens in campaigns which are held for the benefit of the retarded citizens." I have a second at Microphone 9.

President Ryor: Microphone 9.

... Motion was seconded by *Perham Amsden* of Maine.

President Ryor: All right, back to Microphone 2.

Ms. Dean: As a member of the Association of Retarded Citizens in Michigan, we hike, we ride bikes, we also hold other campaigns to benefit our retarded citizens. I think all the campaigns need active support from the state affiliates.

I'd like to go home to Michigan to tell them that the Delegate Assembly concurs with the Board of Directors for the benefit of retarded citizens. I urge your support. Thank you.

President Ryor: I have no other speakers to the amendment. The amendment is to strike the words "Ride-A-Bike/Hike" in the third line. I will place the motion. All those in favor ... opposed ... the amendment carries.

We are back to the main motion as amended. Microphone 6, *Joseph D'Andrea*, state of Pennsylvania.

Joseph D'Andrea (Pennsylvania): *Joseph D'Andrea*, speaking for the Pennsylvania delegation. The Pennsylvania Association of Retarded Citizens has interfered with Act 195, which is the law in Pennsylvania giving the right to bargain and to strike.

The PARC organization, which is an affiliate of the national, has opened classrooms, crossed picket lines, and created a climate of difficulty in many locals. We have decided to give the right of endorsing to the local association, and we ask the same of these delegates at the national level.

President Ryor: There are no other speakers. Microphone 1, *Kathleen Roberts*, state of Massachusetts, speaking for.

Kathleen Roberts (Massachusetts): I am speaking for the main motion. The need of the mentally retarded strikes a sympathetic chord in the hearts of everyone. The "walk/ride a bike for the mentally retarded" is a form of service for members of society who cannot help themselves.

This project is one which can be carried out in less than a day. It is an activity that appeals to

all ages. It includes everyone in the community because those who can't or do not want to participate actively can sponsor walkers or riders.

Through the efforts of the Massachusetts Teachers Association hundreds of thousands of dollars have been collected in this cause in the last four years. Incidentally, the PR value is tremendous. I urge you to support New Business Item 15. Thank you, Mr. President.

President Ryor: Microphone 6, *Al Goldberg*, state of Pennsylvania, speaking against.

Al Goldberg (Pennsylvania): *Al Goldberg*, speaking as an individual, against. I myself have helped with ride-a-bike "bike-a-thons." In the district in which I am in Pennsylvania, Levittown has not had difficulty with the "bike-a-thon," but in other areas of Pennsylvania people involved with "bike-a-thons" have crossed picket lines and have made it difficult for teachers to have their personal rights.

And we believe that it is necessary that individual communities and states should have the right to determine whether they should support the "bike-a-thon" and I am sure that perhaps 98 percent would be in support. For those of us who are having difficulty, let us make our own decisions about supporting this and other such charitable organizations. Thank you.

President Ryor: Microphone 23, *James Hirschinger*, state of Indiana, speaking for.

James Hirschinger (Indiana): *James Hirschinger*, Indiana. We have worked in Indiana for several years with the Association of Retarded Citizens in sponsoring these campaigns and "Ride-A-Bike." We found it to be very beneficial.

I don't believe this motion mandates any state to participate in these campaigns. However, we certainly urge your passage of this New Business Item. But not only that—we urge your state associations and locals to go back to your states, contact the associations of retarded citizens, and see if you can't participate and cooperate with them in this most beneficial project. Thank you.

President Ryor: I have no more speakers on New Business Item 15 as amended. All those in favor . . . opposed.

I will ask for a division. All those in favor please stand . . . opposed please stand . . . *the motion carries.*

Item 11 is now ready. If the technician would please see that it is placed on the screen. (Applause)

That is New Business Item 11 as was substituted by *Mr. Fruit*. We have had three speakers for and two against. *Mr. Fruit*, would you go to Microphone 24 please. We believe when you originally read that you said, "appropriate litigation," and it came out on the sheet here as just "litigation."

Edwin Fruit (Georgia): I believe it just said, "litigation."

President Ryor: I am sorry. Someone asked a question earlier about whether or not this would mean that we would be getting into all kinds of legislation. With the word "appropriate" qualifying "litigation," it would allow us to move the thing through our own processes for examining the kinds of litigation that we would get caught up in.

So the answer to his question that was posed at the time is that as the motion is stated, we have to enter any litigation around those issues without examining it.

Mr. Fruit: Well, I have no objections to adding "appropriate" if that is all right.

President Ryor: I will rule that the word is in; the qualifier is the word "appropriate" in front of the word "litigation." Now I have Microphone 11, *Churchill Clark*, state of New Jersey, to amend.

Churchill Clark (New Jersey): *Churchill Clark*, from New Jersey, speaking as an individual. I would like to amend this New Business Item. After the sentence that ends "may not like," strike the rest of the item. I have a second here.

President Ryor: Would the technician put that section of the paper back on the overhead projector? Would you state it again, please?

Mr. Clark: After the "may not like," strike the rest of the New Business Item with the information about supporting the efforts. I have a second here.

. . . Motion was seconded by *Frank Totten* of New Jersey.

President Ryor: All right. Back to Microphone 11.

Mr. Clark: The reason I would like to do this is that I feel the second sentence there is very vague and offers a kind of support to general litigation that I don't think we should endorse at this time.

President Ryor: You have heard the amendment. I have no speakers against the amendment. The amendment is to strike that last paragraph, which reads:

The Representative Assembly directs the NEA to support efforts, including appropriate litigation, designed to deter such actions and to require federal agencies to conform their activities to the Constitution and laws of the United States.

The motion is to delete that. I will place it before you. All those in favor . . . opposed . . . the amendment failed.

Now we are back to the original motion. Microphone 3, C.B. Wright, state of California, speaking against.

C.B. Wright (California): C.B. Wright from California. My original position was against, because I couldn't read the slight word change. And I pass now.

President Ryor: Thank you. We have no other speakers. I will place the main motion. All those in favor . . . opposed.

Horace. All those in favor please stand . . . opposed please stand . . . the motion carries.

New Business Item 16. Microphone 14, Jane Stern from the state of Maryland.

Jane Stern (Maryland): Jane Stern from Maryland, speaking for the Maryland delegation, moves New Business Item 16. I have a second.

. . . Motion was seconded by Gerry Matthews of Maryland.

President Ryor: Before I will entertain your comments, I have Bill Newton, state of Minnesota, at Microphone 4 for a motion to combine.

Bill Newton (Minnesota): Bill Newton, Minnesota, speaking as an individual. I move to amend Item 16 by addition, adding the contents of New Business Item 42. And I have a second at this mike.

. . . Motion was seconded by Bob Marcotte of Minnesota.

President Ryor: I am going to rule that motion out of order, Bill. The topics of New Business Items 16 and 42 are, I think, mutually exclusive items that the body ought to decide apart from one another. That will be my ruling. I rule the amendment out of order. I will ask Terry Herndon to make a statement on this motion, particularly to New Business Item 16, at this time.

Executive Director Terry Herndon: I think the delegates should be aware of the consequences of this item, and while here, also, Item 42, when you consider the two together, or independently, prior to your vote.

At the present time the Board of Directors has approved convention cities meeting all of our selection criteria as follows: San Francisco, Minneapolis-St. Paul, Chicago, and Miami Beach. The following cities are officially selected back-ups for this rotation pattern: Seattle and Houston.

The Board has authorized the selection of a city in the northeast section of the country, and the City of New York most closely approximates the selection criteria.

Last year's New Business Item that we have discussed here already regarding the ERA eliminates Miami Beach and Chicago. New Business Item 16 will require that the NEA convention only be placed in states that have collective bargaining laws. This would eliminate Houston, and we put the double whammy on Chicago.

That would mean that NEA at that point is restricted to only two states. That would be California and Minnesota. (Applause)

However, if you'd like to take that back, if Item 42 is passed, Minneapolis would be eliminated as would San Francisco. So the effect of adding these two additional restrictions to those that you have already placed upon us would mean that our convention would annually be held in Los Angeles.

President Ryor: Which, as I take it, has a certain amount of appeal for Californians.

Executive Director Herndon: I made an incorrect statement and a very serious one. I think both the California cities would continue to qualify. If we assume that the language of Item 42 would be taken very literally, it is possible that Los Angeles would not, but we believe that the intent of the item would continue to qualify Los Angeles as well.

President Ryor: Thank you. Jane Stern, Microphone 14.

Jane Stern (Maryland): Mr. Chairman, Jane Stern, speaking for the delegation, in favor of Item 16. Since you have allowed the executive director to have the privilege of speaking against my motion prior to my giving a speech in favor of it, I now wish to clarify that the motion was not intended to require negotiations laws in those states, but only to apply to states where negotiation-type activities are not being allowed.

Now I don't know if Illinois qualifies under Mr. Herndon's definition, if that is taken to be the

intent of the motion, which it is. It seems to me, further, that if a state the size of Illinois does not, in fact, have substantive negotiations going on with teachers, then it doesn't deserve to have us bring a \$5-million operation into the coffers of that state.

Ladies and gentlemen, there is nothing we have but ourselves any more. There is no federal bargaining law at the end of the rainbow. We have heard it and heard it again and again at this convention. The only thing we can do is let the word go out clearly that those states that want the benefit of our \$5 million must make a decent effort to deal with teachers and give them a piece of that \$5-million action. Thank you. (Applause)

President Ryor: Your time is up. Under Jane's explanation of her motion, Chicago would be a permissible meeting place. Well, there is collective bargaining in the city of Chicago and in the state of Illinois. (Applause)

Now, that is right. We do have another little problem here, and that is we have a motion saying that we will not go to any city in any state that's not passed ERA—so cancel Chicago. Microphone 14, *Nelle Taylor*, state of South Carolina.

Nelle Taylor (South Carolina): Mr. President, *Mr. Herndon* has answered my questions. Thank you very much.

President Ryor: Thank you. Microphone 3, *Mike Jackson*, state of California, point of information.

Michael Jackson (California): Mr. Chairman, the question was phoned in and withdrawn.

President Ryor: Okay, thank you. Microphone 14, *Don Nall*, state of Kentucky, point of information.

Donald Nall (Kentucky): *Don Nall*, speaking as an individual. Would it be possible for either the delegates or the state associations to receive a list of the criteria that must be considered—the total criteria in order to consider a city or an area for convention?

President Ryor: Are you asking if it would be possible for us to provide that right now?

Mr. Nall: At least an idea. There are about 18 things that must be considered?

President Ryor: Well, if you want the list, Don, I think we ought to postpone this until we get the list. I think the appropriate motion would be to postpone until such a list is made available.

Mr. Nall: I think it might help the delegates.

President Ryor: All right.

Mr. Nall: I could not do that because I got the microphone on a question.

President Ryor: That is true, you could not. Microphone 9, *Art Parks*, state of New York, point of order.

Art Parks (New York): No, point of information. I was going to ask the Chair if you could tell us how many states are included in this, because we did receive only a partial answer from *Mr. Herndon*. But the Chair does say that, perhaps, a postponement motion is in order. So if there is no answer ready now on how many states would be included in this prohibition, perhaps the Chair should ask for a postponement.

President Ryor: Again, it depends on Jane's definition. We have two or three states where no bargaining goes on at all. We have another 15 or 16 where there is no legislation that either permits it or denies it, but some form of bargaining goes on in some places.

Mr. Parks: Thank you very much.

President Ryor: Microphone 10, *Ed Arriaga*, state of Arizona.

Ed Arriaga (Arizona): *Ed Arriaga*, Arizona, speaking as an individual. As the mover of New Business Item 42, I see that the rationale and the discussion are beginning to lead in that direction, therefore, I withdraw New Business Item 42, Mr. President.

President Ryor: Well, let me place the question before the body. The item is the property of this Representative Assembly. If there is no objection, *Mr. Arriaga* has indicated his willingness to have the item withdrawn. So any objection—then the item will be withdrawn. (Applause)

Now back to New Business Item 16, if we can please. Microphone 1, *Woody Lee*, state of Illinois, point of information.

Woody Lee (Illinois): Point of information, *President Ryor*. Speaking for 90,000 teachers in the state of Illinois, we do negotiate, we have been on strikes, we had 20 this year, and we have been more successful operating in the law of the jungle than some states have with their collective bargaining law. Thank you. (Applause)

President Ryor: Microphone 11, *Bill Walker*, Arkansas.

Bill Walker (Arkansas): Mr. Chairman, *Bill Walker*, chairperson, Arkansas delegation. Did we get the names of the three states that forbid negotiations?

President Ryor: Bob.

Robert Chanin: At this point in time there are several states that by judicious decision have indicated that collective bargaining or professional negotiation is illegal. North Carolina springs immediately to mind. There are several states—New Mexico, Arizona—southwestern states in which the issue has not been legally tested.

It is very difficult to draw a fine line and say Yes or No. We move on a continuum from states in which collective bargaining is prohibited either by state law or by state court decision through those states where we have a comprehensive collective bargaining law. Unless we have a clear indication of what that motion means when it uses the words "provide the right to collective bargaining agreements," it is difficult to respond.

A complicating factor is that the motion does not speak to the right of collective bargaining; it speaks to collective bargaining agreements. And then you must cut the pie once more because there are some states that permit the right to bargain but prohibit the signing of an agreement that is enforceable. So I just cannot answer your question in terms of specific numbers.

Mr. Walker: Mr. Chairman, those were my kinds of concerns.

President Ryor: Microphone 8, *Al Cranston*, state of Wyoming, point of information.

Al Cranston (Wyoming): *Al Cranston*, Wyoming. The executive director listed only one state with two cities. Did he not omit Honolulu, Hawaii, as a possibility? (Applause)

President Ryor: There is no hall in Honolulu that would seat this many people. I am just giving the information—there is no reason to get hostile. Microphone 16, *Jim Russell*, state of Texas.

Jim Russell (Texas): *Jim Russell* from El Paso, Texas, speaking as an individual. I'd like to amend by substitution: "That future NEA conventions be held in states that most closely exemplify the positions of the NEA."

I have a second.

President Ryor: I am going to rule the motion is out of order, *Mr. Russell*. It begs a definition that is even more complex than the piece we are dealing with.

I have a complaint on smoking. We were told yesterday by the fire marshal to constantly remind the delegates that it is against the law anyway, so move outside the seating area here and smoke in the outer lobby.

Microphone 22, *Gerald Mooney*, state of New Jersey, point of information.

Gerald Mooney (New Jersey): Mr. President, I wanted to ask this question. In how many states is the passage of collective bargaining laws pending?

President Ryor: I'd hope that every state has something in the hopper, and inasmuch as it is submitted, I suppose one can say it is pending. But then the other side of the question is, What are the odds for passage of the thing? So when you say "pending"—

Mr. Mooney: Are there presently any that are really involved, or do we just have three states that will provide sites? It really doesn't matter at this time if this amendment gets passed. I will wait on it.

President Ryor: Okay, thank you. Microphone 14, *Jane Stern*, Maryland, point of information.

Jane Stern (Maryland): Mr. Chairman, *Jane Stern*. I have a point of information. Could you please have the executive director restate the list of cities that would be eligible to host the convention if Item 16 passes, if the one on the ERA counts but if Item 42 is not in effect?

President Ryor: All right, we will do that. Item 42 has been withdrawn, so the impact will be in regard to ERA and the collective bargaining agreements.

Executive Director Terry Herndon: Given your redefinition of the item, Jane, and the withdrawal of Item 42, I think we'd be left with San Francisco, Minneapolis—as a result of another correction that I will come back to—and Seattle. The one that will be eliminated by reason of this vote, I assume, will be Houston.

Now, the other correction relates to Item 42, but I think for the benefit of the Minnesota delegation, it should be pointed out that the meeting hall in Minneapolis is in Bloomington, which is an association town.

President Ryor: We finally have somebody addressing the motion. Microphone 9, *Auguste King*, state of New York, speaking against.

Auguste King (New York): *Auguste King*, New York, speaking as an individual. I am speaking against this motion. I think we should not restrict or tie the hands of our Convention Planning Committee any more than they already are. I think it is not just a matter of supporting moral or civil rightness; it is a pragmatic matter.

The executive director, *Mr. Herndon*, has already stated that if this one passes, there are

only three possible sites where we can hold the convention, and we continue to proliferate the restrictions. Last year at convention, when it looked like some delegations were going to be unseated, *President Harris* made the statement that it looked like this NEA convention was going to be the first one held in a telephone booth.

If we continue to proliferate restrictions, it looks like somewhere down the road we are not going to have anywhere to meet; we will be meeting out in the cornfield somewhere pitching tents and cooking out. I don't think we want to do that. (Applause)

President Ryor: In fairness to *Jane Stern's* motion, we currently have four cities. This would just eliminate one of those cities. We'd be reduced from four to three. Microphone 14, *Charlotte Legrand*, state of South Carolina.

Charlotte Legrand (South Carolina): *Charlotte Legrand*. South Carolina is one of the states that can't have us, partly because we don't have collective bargaining and partly because we don't have big enough space. But I move to table it.

President Ryor: Is there a second?

... Motion was seconded by *Mr. Clark* of South Carolina.

President Ryor: A motion to table is not debatable. It requires a majority vote. All those in favor ... opposed.

A division. All those in favor please stand ... opposed please stand ... the motion is tabled.

New Business Item 17. Microphone 13, *Devon Ogden*, state of Utah.

Devon Ogden (Utah): *Devon Ogden*, speaking for the delegation. In order to clarify New Business Item 17, we have some editorial changes which we would like to make. Let me read them for you.

On line 4, after "physicians' fees and services," we would also like to add "psychological fees and services." Following line 5 there in the first paragraph, we would like to add the following: "with the provision of freedom of choice for the place of services." At the end of paragraph 4, add "and for those over 65 not covered by Social Security."

This concludes the editorial changes. I move its adoption. I have a second at this microphone. I'd like to speak to it.

President Ryor: I will accept those as editorial changes. Seconded by?

... Motion was seconded by *Kaye Chatterton* of Utah.

President Ryor: Back to Microphone 13.

Mr. Ogden: We in Utah are very proud of the part educators have played in the furtherance of health in Utah. We in Utah as educators own our own health care service unit. We dispense the health care there for the educators of Utah. We feel it is a very efficient system. We have 100 percent of our premium paid by most districts in the state.

We feel that we would like to see the NEA go on record as a body on a New Business Item in support of health care for all. We think this body ought to send a few guidelines for the NEA to follow since this body has never discussed health care in the form of a New Business Item or in the form of a resolution, but only as a part of a committee report.

We are in favor of national health care, but we do not want to see national health care become fully socialized medicine. We feel that the position which we have taken—

President Ryor: Your time is up, sir. Microphone 8, *Anthony Butler*, state of Alabama.

Anthony Butler (Alabama): Mr. President, speaking as an individual. Due to the highly technical nature of New Business Item 17, for this deliberative body to take action, I move that we refer it to the appropriate body of the NEA for study and recommendation to the governing body presentation. I have a second.

President Ryor: It is seconded by?

... Motion was seconded by *Juanita Kidd* of Oklahoma.

President Ryor: The motion is to refer this entire matter to the appropriate body for study and recommendation. Microphone 8.

Mr. Butler: Mr. President, I even believe the maker of the motion can clarify some items. I am sure that we as this large body would have some difficulty in trying to figure out exactly what the New Business Item means. I believe we would do ourselves an injustice to act at this time. Therefore, I would hope that this body would refer it so that we can study it and do what should be done rather than act on it hastily.

President Ryor: Having no speakers, I will place the motion to refer New Business Item 17 to the appropriate NEA body for study and recommendation. All those in favor ... opposed ... the motion carries.

New Business Item 18. Microphone 14, *Gerry Matthews*, state of Maryland.

Gerry Matthews (Maryland): Thank you, John. *Gerry Matthews*, state of Maryland, speak-

ing for the delegation. Following the submission of New Business Item 18 there was an amendment by addition to Resolution B-1 that incorporated essentially the same concept. And for that reason, Mr. President, with concurrence of the seconder of the motion, *John F. Burke*, the Maryland president, we respectfully withdraw this motion.

President Ryor: I think you will have little trouble with that. If there is no objection on the part of the body, we will withdraw Item 18. Item 18 is withdrawn.

New Business Item 19, Microphone 16, *Bob Wallace*, Texas. Microphone 16.

Bob Wallace (Texas): *Bob Wallace*, Texas. As maker of New Business Item 19, I ask at this time that it be withdrawn. And my second agrees.

President Ryor: The maker and seconder of New Business Item 19 have requested withdrawal. If there is no objection on the part of this body, we will withdraw New Business Item 19. Hearing no objection, it is withdrawn.

Microphone 13, *Newel Standley*, point of order.

Newel Standley (Utah): *Newel Standley*, Utah. I had a telephone call in to speak against, and it was not recognized. I object to the fact that the telephone calls are taking so long to get up there.

President Ryor: Well, are you objecting to the withdrawal of one of the items?

Mr. Standley: No, I am not objecting to the withdrawal. I am objecting to what happened to New Business Item 17.

President Ryor: I accept your objection. New Business Item 20. Microphone 3, *Mr. Turnoy*.

Gerald Turnoy (California): Thank you, Mr. President. I am *Gerald Turnoy* of San Jose.

President Ryor: Could I have your attention, please.

Mr. Turnoy: I am *Gerald Turnoy* of San Jose, California, speaking as an individual, on New Business Item Number 20. I have a second, and I am speaking as an individual for the 50 signers of the petition in support of New Business Item 20. My second, I believe, is at Microphone 14. And I wish to speak on the motion. Thank you.

President Ryor: *Mr. Abernethy*, Microphone 14. *Mr. Abernethy* is not at Microphone 14. *Pete Treibley* of Maryland will second.

Mr. Turnoy: I wish to call on the Washington delegation at Microphone 16 to second the motion.

... Motion was seconded by *Pete Treibley* of Maryland.

President Ryor: *Pete Treibley* of Maryland seconded the motion.

Mr. Turnoy: Thank you very much. First of all, I have a very brief editorial change in the second line. I would like to delete "Tuesday, June 29, 1976," as House Resolution 10210 has been temporarily delayed.

President Ryor: We accept that as an editorial change. Proceed.

Mr. Turnoy: Okay. This New Business Item would mandate all states to extend unemployment insurance to migrant farm workers. NEA is already on record as being concerned with the problems of migrant families. In your Resolutions pamphlet, line 821, page 14, you will see that we support appropriate programs for migrant families.

But more than that, and this is something I just learned after having introduced the motion, this Resolution 10210 also would extend unemployment insurance to all public workers, including teachers. Furthermore, the Resolution extends unemployment insurance for all persons, which would otherwise expire in December.

We had a head count by our six full-time lobbyists in Washington, D.C., yesterday. We did not have the votes, and so we put it on the back burner.

President Ryor: Your time is up, *Mr. Turnoy*. Thank you.

Mr. Turnoy: Thank you very much. I hope you will support Item 20.

President Ryor: Microphone 23 again, *Marta Orr*, state of Indiana.

Marta Orr (Indiana): *Marta Orr*, state of Indiana. I would like to speak as an individual against New Business Item 20. This item mandates all the states to extend unemployment insurance to migrant farm workers.

Teachers of all the states, you are paying high taxes, and a proportion of your tax dollars has been allocated for a program to ensure equal educational opportunities for migrant workers. Through Resolution 76-28, NEA has stated its honest concern for the plight of migrant workers. I feel that by this Resolution 76-28, the educational objective of NEA will be accomplished in a true sense.

Migrant farm workers do have the sympathy and concern of all American teachers, but we must not forget that our primary purpose is education.

President Ryor: Your time is up, *Marta*.

Ms. Orr: By opposing Item 20 we would not depart from our main goal.

President Ryor: Microphone 24, *Larry Ryland*, state of Alabama, point of information.

Larry Ryland (Alabama): Is it a fact that teachers are included for this?

President Ryor: Yes, they are in the bill.

Mr. Ryland: Thank you, sir.

President Ryor: Microphone 1, *Reeta Brummer*, New Mexico.

Reeta Brummer (New Mexico): *Reeta Brummer* from New Mexico, speaking as an individual, against Item 20. Not against the idea of helping people, but we are playing into the hands of society in general that wishes to dump everything in the laps of the school.

We continue to take a position on every item that comes up and to try to cure the ills of all society. I object to our continuing to do this. (Applause)

Thank you.

President Ryor: Microphone 24, *Mike Davis*, state of Alabama.

Mike Davis (Alabama): Mr. President, *Mike Davis*, Alabama delegation, speaking as an individual. I concur with the lady who just spoke. Let's get on with the business of speaking about educational issues and leave the ills of society to the Congress of the United States. (Applause)

President Ryor: Microphone 3, *Gerald Turnoy*, state of California.

Gerald Turnoy (California): Mr. President, I don't know if this is a point of clarification, but may I answer the last speaker?

President Ryor: Ask your question, and we will move with it. What do you want to know?

Mr. Turnoy: I want to know if I may speak?

President Ryor: You said you wanted a point of clarification.

Mr. Turnoy: Okay. There is money already in unemployment insurance. That requires no new taxes. And if the people with the kids stay in the schools where they are at the end of the season, they get continuous education, your classes aren't disrupted, the kids are a part of the class, the rest of the class isn't disrupted, and the parents can stay and learn vocational rehab for a stable education. They get off welfare, they become taxpayers, and they buy homes. Most important, the school district gets continuous AVA for the whole year.

President Ryor: Microphone 14, *Dan Yelton*, Kentucky, speaking for.

Dan Yelton (Kentucky): *Dan Yelton*, speaking as an individual. I'd like to respond to what the woman from Indiana said and also to the issue of what we are to address ourselves to as an education association.

If there are children in our society who are not properly fed or clothed, if their physical needs are not taken care of, this definitely relates to their education. They cannot help but be affected by their lack of physical comforts and physical necessity. This is definitely related to the kind of job we can do with them in the classroom.

Migrant workers, as we all know, need the kind of support that a group like this can give them. We must not decide to retreat in our fight for equality for all people as many groups in this country are doing. I would urge your support of this item.

President Ryor: Thank you. We have had three for and three against. I will place New Business Item 20. All those in favor . . . opposed.

All those in favor please stand . . . opposed please stand . . . it carries.

Microphone 1, *Jeanne Miles*, state of Virginia, motion to reconsider.

Jeanne Miles (Virginia): *Jeanne Miles*, state of Virginia, speaking as an individual. Mr. President, on Item 14, that particular item may put the NEA in the position of supporting capital punishment. If this is the case, I would like to reconsider that item.

President Ryor: Did you vote on the prevailing side of that motion? Did you vote Yes for Item 14?

Ms. Miles: Yes.

President Ryor: All right. You had a question about whether this would place NEA in a position of having to support capital punishment.

Ms. Miles: In the first sentence where it says "significant penalties," I was wondering whether by implication . . .

President Ryor: It would be my ruling that it would not.

Ms. Miles: It would not put NEA in a position of supporting capital punishment?

President Ryor: That is correct.

Ms. Miles: Thank you.

President Ryor: Microphone 25, *Hoyte Davis*, state of Texas, a motion to reconsider.

Hoyte Davis (Texas): *Hoyte Davis* of San Antonio, Texas. I move to reconsider New Business Item 17. I have a second to this motion.

President Ryor: All right. *Mr. Davis*, were you on the prevailing side of the motion to begin with? The motion was to refer to the appropriate body. Did you vote for the referral?

Mr. Davis: Mr. President, I can honestly say to you that I did not vote at all because I was so shocked by the quickness of the action of the Assembly. I don't know where that puts me.

President Ryor: I am sorry, in that event, your motion to reconsider would be out of order. You must have voted on the prevailing side in order to move reconsideration.

Mr. Davis: I hope you will accept my honesty on the matter. Thank you.

President Ryor: I do. New Business Item 21. Microphone 14, *Lauri Wynn*, state of Wisconsin.

Lauri Wynn (Wisconsin): *Lauri Wynn*, speaking for the Wisconsin delegation. Item 21, which is presented to you, is a concern of the teachers of Wisconsin regarding the lack of classroom teachers participating on the regional advisory committees that do come in to accredit our schools.

I'd like to yield the rest of my time to *Mary Theisen*, who is the chairperson of our committee, and I would like to urge you to consider positively adoption of New Business Item 21.

President Ryor: Mary.

Mary Theisen (Wisconsin): *Mary Theisen* from Wisconsin. After communications with *Dr. Moser*, who is the chairperson of the Wisconsin Section of North Central, our TEPS Committee was appalled by his response that there are, in fact, no elementary or secondary classroom teachers currently sitting on the policy-making board that decides what the standards are that are going to be used to accredit the elementary and secondary schools.

Currently the NEA, as well as the WAE, has problems on curriculum bargaining items and so on. These same items come before a school system at the time they are seeking accreditation. However, no teacher is sitting on the board deciding what the standards will be, deciding what the items will be that will be used to accredit the school.

I urge you to support this New Business Item so that teachers can again make inroads, so that teachers will again be a part of the policies that do evaluate teachers and eventually evaluate schools. Thank you.

President Ryor: Microphone 5, *Doug Ward*, state of Michigan.

Douglas Ward (Michigan): Mr. President, *Doug Ward*, Michigan, speaking as an individual. And I have a second at Microphone 2. I move to amend New Business Item 21 by adding the words "NEA member" after the word "negotiate."

President Ryor: In the second line?

Mr. Ward: Yes.

President Ryor: All right.

Mr. Ward: And before the word "elementary." The remainder of the motion would stand as is.

President Ryor: All right. Microphone 2.

... Motion was seconded by *Mary Kay Kosa* of Michigan.

President Ryor: The motion is to amend by addition, to add "NEA member" between the words "negotiate" and "elementary" in the second line.

Mr. Ward: Those of us who work for the NEA in accreditation have found that many of the teachers who become involved are not organizational people; they are selected by superintendents or state department people and have no organizational ties with the NEA.

I feel that the amendment would strengthen the motion, and the makers of the main motion have indicated that they see this as a friendly amendment.

President Ryor: Can I ask? *Lauri Wynn*, are you at Microphone 14?

Ms. Wynn: Yes.

President Ryor: Would you accept that addition?

Ms. Wynn: Yes, *President Ryor*.

President Ryor: If it is all right with the maker of the amendment and the seconder then, the main motion maker will accept that as an editorial change.

Mr. Ward: Thank you.

President Ryor: Back to the main motion as changed editorially to include "NEA member." Microphone 6, *Catherine Sullivan*, state of Maine.

Catherine Sullivan (Maine): *Catherine Sullivan*, Maine. I move to amend New Business Item 21 by deletion of the "or" in line 4 of the item. I have a second at this microphone, and I would like to speak to it.

... Motion was seconded by Wesley Day of Maine.

President Ryor: All right, Catherine.

Ms. Sullivan: Because I am permitted to control the profession by the profession—and I believe the keys to such control lie in the accreditation or nonaccreditation of institutions offering programs to educate teachers and in having a voice in the standards and policies governing such accreditation—I think it is absolutely vital that classroom teachers representing the NEA sit on these boards at all levels.

By deletion of the word "or," we are leaving no doubt that we will have representation not only on national agency boards as we have on NCATE but on regional boards as well. I do not believe we want an "and/or" proposition. Therefore, I urge passage of the amendment and passage of the item as amended.

President Ryor: The motion to amend by Catherine Sullivan is to strike the word "or" in the next to the last line. I have no other speakers at the microphones in regard to that amendment. I place the motion. All those in favor . . . opposed . . . the motion carries.

Microphone 7, Tom Wiper, state of Oregon, speaking for.

Tom Wiper (Oregon): Tom Wiper, Oregon, speaking for the Oregon delegation. Teachers have worked for many years to place classroom teachers on boards and commissions that deal with education-related policies. We have the Standard Practices Commission that has the control over the certification of teachers in Oregon. It is composed of teachers, administrators, and lay members.

Every state needs to have classroom teachers involved in making policies that make the educational process. By supporting New Business Item 21, this Assembly will be directing its membership. We need representation on boards and commissions that accredit educational institutions. I urge your support. Thank you.

President Ryor: Microphone 24, Larry Ryland, state of Alabama, to amend.

Larry Ryland (Alabama): I would like to make note—I think you might be able to take care of this editorially. When you consider educational institutions, this should also include higher education. So I would like to amend, whether it is editorially or what, to put in in the second and third lines after "elementary and secondary," the words "or higher education," "higher education," where it may be appropriate.

President Ryor: I think that is more than an editorial change. I think it changes the intention of it and the criticism of the maker of the motion, and that is that most of those committees are now occupied by higher education personnel or deans. If you want to move it, I will entertain the motion.

Mr. Ryland: Yes, I'd like to have it. I have a second at this microphone.

President Ryor: All right.

... Motion was seconded by Laurielee Mixson of Alabama.

President Ryor: All right, the motion is to amend, to add higher education teachers as well. Is that correct, Mr. Ryland?

Mr. Ryland: That is correct, Mr. President. I feel that higher education teachers need to have some input as to what is going on, and I feel that this is one way of doing so. I think higher education needs a voice to be heard at times also. Thank you.

President Ryor: I have no other speakers to Mr. Ryland's amendment. I have one. Microphone 12, Roxanne Bradshaw, state of Colorado, speaking for.

Roxanne Bradshaw (Colorado): Roxanne Bradshaw, Colorado, speaking as an individual. I had not considered placing higher education as an amendment into this New Business Item because there was already a statement as to them being NEA members.

It is true that there is a proliferation of higher education people on these boards; very often, though, they are not teacher advocates. Those of us who are in higher education who are teacher advocates and are members of NEA feel very strongly about these boards and being a part of them.

I would consider supporting having higher education a part of that as long as they were NEA members and teacher advocates. That is very important. Thank you.

President Ryor: Microphone 11, Anna Levesque, Rhode Island, parliamentary inquiry.

Anna Levesque (Rhode Island): Mr. President, not on this particular issue, but I admire the honesty of the previous speaker. But should not delegates record themselves as voting on the prevailing side at the time that the vote is taken. And if that is so, what is the vehicle for doing that?

President Ryor: Anna, I am not certain I understand what your question is.

Ms. Levesque: As people are coming up and asking for reconsideration, you were asking them at that time if they voted on the prevailing side. Parliamentary procedure, I think, demands that persons record themselves at the time of the vote if they intend to ask for reconsideration later.

President Ryor: No, that is not true. It doesn't demand that you take a record of the vote. It depends on the honesty of the individual. We trust their response. Obviously they could have voted against it and said they voted on the prevailing side. But there are other people in the Assembly, many who sit around, the other delegates, and we presume that they are telling us the truth when they say they voted on the prevailing side.

Ms. Levesque: I see then that we do not follow *Robert's Rules* in that particular case, is that right?

President Ryor: We do follow *Robert's Rules*. *Robert's Rules* does not call for identifying by person, by each individual, which side of the vote you were on on the main motion.

Ms. Levesque: I have been speaking against the amendment. Would you repeat the amendment? Was it "and higher education" or "or higher education"?

President Ryor: Yes, Mr. Ryland.

Mr. Ryland: Mr. President, that should be "and," and a point of clarification on that also. We do not want to evaluate elementary and secondary; that is not the intent. But we want higher education instructors, teachers, if you please, to have some input other than administrative input. And I hope that I might make that point clear.

President Ryor: Nancy Noonan, state of Pennsylvania, Microphone 6.

Nancy Noonan (Pennsylvania): Nancy Noonan, Pennsylvania, speaking as an individual. I ask for a point of clarification on Item 21. I would like the maker of the motion to clarify what the last words in this motion stand for, where it says "accredit educational institutions."

Perhaps if there is a clarification on what those two words mean, it would be inclusive of higher education.

President Ryor: Microphone 24.

Mr. Ryland: Yes, Mr. President. Some educational institutions are not accredited, but, yet, here again the administrative controls have more input than at the teacher level. Therefore, we are looking to have some teacher input as to what goes on for accreditation, you see.

President Ryor: Microphone 12, Roxanne Bradshaw, state of Colorado.

Roxanne Bradshaw (Colorado): Roxanne Bradshaw, Colorado, speaking as an individual. Point of information. I would like to just clarify that the original teams that we would be specifically interested in would be, for instance, on the NCATE team, which we have had a great deal of trouble and concern with. Thank you.

President Ryor: Microphone 14, Lauri Wynn, to speak against.

Lauri Wynn (Wisconsin): I think it is very important that as we attempt to fight for a piece of the pie, we make sure that we don't find ourselves eating the pan instead of the pie. I am most interested and anxious to make sure that classroom teachers have representative positions on accreditation groups.

I think that it is very important that we remember that we have not had this, and in those parts of the country that do enjoy it, you are in a minority as it relates to the area and regional groups. So I think when we talk about NCATE—on the NCATE teams I have served on there have been a goodly number of higher education persons present and NEA members at that, but in my remembrance there has been only one classroom teacher present and my No vote stood for over—I want the body to understand that we ought to do first things first.

We—that is, classroom teachers—are not there and we ought to be there.

President Ryor: Microphone 5, Doug Ward of Michigan.

Doug Ward (Michigan): Doug Ward, Michigan, speaking as an individual and also speaking as an NEA appointee to the NCATE Council. We have worked long and hard, and we are achieving many teachers on visitation teams and evaluation boards and accreditation on a nationwide basis.

I am speaking in support of this particular amendment because it has become obvious to those of us who serve on the NCATE Council that there are classroom teachers, if you wish, at the higher education level who are frozen out of the accreditation process and that, in fact, the representation has been almost exclusively from the administrative levels of higher education, which is a practice that should be stopped. And I speak in support of the amendment because of that.

President Ryor: Microphone 1, Reggie Weaver, state of Illinois, speaking against.

Reggie Weaver (Illinois): *Reggie Weaver* of Illinois, speaking as an individual. I would think I would have to oppose this based on the fact that in my experience of serving on these teams, it seems that higher education is very well taken care of in terms of education.

I have found a definite lack of participation as it pertains to the involvement of these committees, so I am speaking in opposition to the amendment.

President Ryor: We have had three for, three against. The motion is to amend by adding "higher education teachers." I will place the motion. All those in favor . . . opposed . . . the amendment loses.

We are back to the main motion as amended. Microphone 1, *James Torgler*, state of Massachusetts, point of information.

James Torgler (Massachusetts): *President Ryor*, *Jim Torgler* from Massachusetts, speaking as an individual. I'd like a point of information on the term "classroom teacher." Could you provide us with the NEA's definition of this? And it isn't clear or confusing—

President Ryor: Well, I can give you the definition. I think I know what you are getting at. Let me read the definition and suggest to you why the amendment that was just proposed was necessary if you are going to include higher education teachers. The definition is:

A classroom teacher shall mean any person who is certified, where required, and a major part of whose time is spent in direct contact with students or who performs allied work which results in placement of the person on a local salary schedule for teachers.

Now, that definition includes higher education teachers as well—except the amendment specifically speaks to elementary and secondary teachers. And, hence, I think the conclusion would have to be that it was intended that it be exclusive of higher education teachers in that sense and would require the amendment that was just defeated.

Mr. Torgler: Thank you for your clarification.

President Ryor: Microphone 2, *Roger Plagenhoef*, Michigan.

Roger Plagenhoef (Michigan): *Roger Plagenhoef*, speaking as an individual. I move the previous question. (Applause)

. . . Motion was seconded by *Dick Rasmussen* of Michigan.

President Ryor: The motion is to close debate on New Business Item 21 as amended. All in favor . . . opposed . . . debate is closed.

I will place the motion. All those in favor . . . opposed . . . the motion carries.

New Business Item 22. By the way, somebody raised this question of lunch. It was my design to see if we could to move on through lunch and perhaps have people pick up whatever they need to eat as we moved, and perhaps adjourn at 5:30 if we could.

Microphone 3, *C.B. Wright*, California. New Business Item 22. I am sorry, reconsideration of Item 20.

C.B. Wright (California): *C.B. Wright* of California, Mr. President. I voted on the prevailing side of New Business Item 20, and I move that we reconsider New Business Item 20. I have a seconder, *Lloyd Kaelter*.

. . . Motion was seconded by *Lloyd Kaelter* of California.

President Ryor: There is a motion to reconsider New Business Item 20. That is debatable. Having no one to debate, I will place the motion. All those in favor . . . opposed . . . the motion loses.

New Business Item 22. Microphone 3, *Ray Klinefelter* from the state of California, a motion to remove Item 16 from the table.

Ray Klinefelter (California): *Ray Klinefelter*, Mr. President, from the Golden State of California, with collective bargaining. I'd like to remove New Business Item 16 from the table. And I have a seconder.

. . . Motion was seconded by *Nora Kinoshita* of California.

President Ryor: Thank you. A motion to remove from the table is not debatable. It requires a simple majority. I will place the motion. All those in favor . . . opposed . . . the motion loses.

New Business Item 22. Microphone 13, *Grady Johnson*, state of Texas.

Grady Johnson (Texas): I move New Business Item 22. I have a second and I wish to speak.

President Ryor: Microphone 13.

. . . Motion was seconded by *Jim Russell* of Texas.

President Ryor: All right. Microphone 13, speaking to the motion.

Mr. Johnson: Teachers across this land are having this problem at the top of the list of teachers' problems. We are spending a large sum of money in the programs in handling problems of disruptive behavior in our classroom.

This is an attempt to take up our responsibilities as a professional organization of teachers to provide the kind of help for the knowledge of all teachers so that we can detect the problem before the fact instead of after the fact.

President Ryor: Microphone 24, *Bill Breeding*, state of Georgia, point of information.

William Breeding (Georgia): Mr. President, *William Breeding*, speaking as an individual. I would ask whether this New Business Item, if approved, becomes a budgetary matter, and if it is, I would like to pose a question for the maker of the motion.

President Ryor: Mr. Breeding—

Mr. Breeding: Yes, Mr. President?

President Ryor: It would only have budgetary impact—I say it does have budgetary impact. It is rather sizable.

Mr. Breeding: This is why I was wanting to ask the maker of the motion, if it wouldn't take too long, to give us an idea how this would work and perhaps the projected cost.

President Ryor: Grady, Microphone 13.

Mr. Johnson: Certainly it is not a budgetary item. I could not possibly give you the cost of that item. It would have to be worked out at the point where you put together the package itself. If we cannot, I submit, budget for our children and our classrooms, then what in the world can we budget for?

President Ryor: What I am going to suggest, however, is that if the motion does pass, it would require likewise an amendment to the budget in order to accommodate the motion. Otherwise, the motion has no effect.

We have a rule, Rule 6, under Order of Business and Debate, that says that the adoption of New Business Items shall not include approval of any appropriation. That will be dealt with at budget time—so that you are aware of the fact that it does have a budgetary implication.

Microphone 15, *Harry Danford*, West Virginia, point of information.

Harry Danford (West Virginia): *Harry Danford*, West Virginia, speaking as an individual. That was the question I was about to ask—how much impact this item would have on the budget. And the previous gentleman just answered that question so I will release the floor.

President Ryor: Thank you. Microphone 8, *Lloyd Fuss* of Oklahoma, point of information.

Lloyd Fuss (Oklahoma): Mr. Chairman, my question has been answered. Thank you.

President Ryor: Thank you very much. Microphone 13, *T. Joyce Williams*, Kansas, to amend.

Joyce Williams (Kansas): *T. Joyce Williams*, NEA-Wichita, speaking for the Kansas delegation. At Microphone 13 I have a second to this amendment to add the following to New Business Item 22: The first deletion is in the first paragraph, last phrase, in quotes, "before it occurs in a classroom." Second, delete the second paragraph. Third, insert the word "pending" before the words "disruptive behavior." Also, in paragraph 3, delete "before it occurs."

The rationale. The first deletion, "before it occurs in a classroom"—

President Ryor: Why don't we get the second to the motion?

Ms. Williams: I have a second to this.

Motion was seconded by *Jessie Forest* of Kansas.

President Ryor: All right. *Ms. Williams*—

Ms. Williams: The first deletion, "before it occurs in a classroom"—the disruptive behavior occurs on the playground, lunchroom, or any other place and within the vicinity of the school. Teachers need expertise in dealing with these problems, but not geared specifically to the classroom situation.

The second paragraph seems to be the rationale for this motion rather than a part of the motion. I would like to insert the word "pending" before the words "disruptive behavior" and delete "before it occurs" because of the deletion in the first paragraph.

I realize that NEA has done research and published materials regarding students' behavior, but the follow-up by the teacher should be training to implement and to cope with problems of this nature. Thank you.

President Ryor: Thank you. We have several complaints about the noise level again, ladies and gentlemen. I know that people are moving in and out of the auditorium. I will ask you to do

so quietly, to hold the conversations down. If it is necessary to caucus with groups of people, please do it off the main floor.

Microphone 10, *Ed Arriaga* from Arizona.

Ed Arriaga (Arizona): *Ed Arriaga*, Arizona, speaking as an individual. Mr. President, do we not have Standing Rules or something in our governing bodies that prohibits the meetings of groups during the Representative Assembly when it is being conducted?

President Ryor: Yes.

Mr. Arriaga: I would like to remind the Assembly of such a ruling.

President Ryor: Also the Assembly is so reminded.

Mr. Arriaga: Thank you.

President Ryor: We have nothing else on the amendment. The amendment is to strike, in the first paragraph, the last six words, "before it occurs in a classroom"; to strike all of paragraph 2; to insert the word "pending" in the third line of paragraph 3 in front of the word "disruptive"; and to strike in that same line the three words "before it occurs."

I will place that amendment. All those in favor . . . opposed. Once more. All those in favor . . . opposed . . . the amendment carries.

We are back to the main New Business Item as amended. Microphone 5, *Edna Wade*, state of Michigan, to speak against.

Edna Wade (Michigan): *Edna Wade*, speaking as an individual. This New Business Item implies quite a bit of money being spent by the NEA to provide a method that will assure that all students—this word in there is asking the NEA to provide us with a miracle.

There is no such thing available—I am sure if it were, the NEA and the MEA and every association in the country would have advertised it very much.

President Ryor: Miracles take a little longer! Microphone 11, *Madelyn O'Brien*, Connecticut, speaking for.

Madelyn O'Brien (Connecticut): *Madelyn O'Brien*, Connecticut delegation, speaking in support. A recent survey, which the Connecticut Education Association developed in conjunction with the implementation of NEA's project meeting in 1975, redocumented through direct input from our classroom teachers their very high degree of frustration in seeking help in working with students displaying disruptive behavior. Many of our members expressed further frustration when they sought assistance from their supervisors for they also lacked the needed expertise. We classroom teachers then sought assistance from institutions of higher learning. The programs were either not available or not applicable.

It is obvious now that we must turn to each other for help. The NEA has demonstrated success in putting together packets and in building programs, to mention just two. We think it is now time that we begin to use the NEA, which is us, to develop programs to assist us in gaining expertise to help our students. I urge your support of Item 22.

President Ryor: Microphone 2, *Marilyn Sheldon*, Michigan.

Marilyn Sheldon (Michigan): *Marilyn Sheldon*, Michigan, speaking as an individual. I feel this item is asking for the moon and maybe the stars, too. I feel that the basic problem in many, many classrooms right now is the number of boys and girls, particularly now that we are mainstreaming.

If we had 18 youngsters, we could certainly deal with the problems. Most of us are very sensitive to the kinds of problems that are arising, but when you have 30 or 35 kids, you don't get to see all of them and help them when they need the help. Thank you. I urge defeat.

President Ryor: Microphone 14, *Sharon Zimmerman*, Kentucky.

Sharon Zimmerman (Kentucky): *Sharon Zimmerman*, Jefferson County, Kentucky, speaking as an individual. In a school system as large as the Louisville system where we teach, it is very necessary that something be done in relation to disruptive behavior, and I think that in an association as large as this, we must do something to help the teachers.

This, of all things that our 4,700 members talked about, was that we must have something to help us. Discipline has been a major issue in our school system, as it has been throughout the country. We hear about "Johnny can't read and write," and part of the reason may be that the teacher doesn't have time to get to Johnny because of disruptive behavior. I think we must do something to help this. I urge that you support this.

President Ryor: Microphone 3, *Bob Johnson*, California, speaking against.

Bob Johnson (California): *Bob Johnson*, San Diego, California, speaking as an individual. I'd like to oppose this particular item. I'd like to oppose it on the grounds that with the changes we

have in our society, the problems that would be documented, put down on paper, put into these packets, and circulated would soon be changing. And with all the change that will occur, immediately and in the near future, you are going to find that very soon you will have a packet, a big pile of paper that will sit in the corner and gather dust.

I'd like you to also consider the financial impact of this thing on the Association. Thank you.

President Ryor: We have had three for and three against. I will place New Business Item 22 as amended. All those in favor . . . opposed . . . Item 22 fails.

New Business Item 23. Microphone 3, *Ron Hall*, California.

Ron Hall (California): Mr. President, I'd like to move New Business Item 23 with the following editorial changes.

In the last line, I would like to add the word "classroom" in front of the word "teacher."

President Ryor: All right.

Mr. Hall: I have a seconder.

President Ryor: All right, we will accept that as an editorial change. You have a second to the main motion, including that.

. . . Motion was seconded by *Hazel Stover* of California.

President Ryor: All right. Microphone 3.

Marge Briggs (California): I am speaking for the California delegation, which unanimously supported this New Business Item in caucus. Under guidelines, moneys may be spent for materials, supplies, equipment, resources, teachers' aides, and paraprofessionals.

I come from a district that receives many millions of dollars in Title I funds. We are faced this year in my building alone with \$75,000 being allocated for teachers' salaries and fringe benefits of approximately nine percent, while paraprofessionals will be receiving over \$120,000 in salaries, plus 20 percent in fringe benefits.

In the last five years my district has paid out to aides from an original amount of approximately \$135,000 to a maximum amount this year of \$3.5 million. This at a time when thousands of certificated, credentialed teachers are without jobs.

Mr. Herndon told us yesterday that there are over 65,000 teachers out of the classroom through RIFs alone. If NEA is to keep its image of being a strong teacher advocate organization, then we must change the guidelines of our federally funded school programs.

Moneys go for paraprofessionals to aid the teacher in the classroom. This is fine in theory, but in practice it adds to the already overburdened, overworked teacher for now she not only receives but she—

President Ryor: Your time is up.

Ms. Briggs: We definitely need your support for these changes. Thank you. (Applause)

President Ryor: Microphone 9, *Cope Craven*, state of Vermont.

Cope Craven (Vermont): *Cope Craven* from Vermont, speaking as an individual. I want to speak against New Business Item 23. First of all, it would encourage school districts to use federal moneys for moneys they should be raising themselves.

Paraprofessionals work in our follow-through program. They are low-income parents of low-income children. And these people would be, in effect, subsidizing middle-income children. Often the Title I programs are controversial in a school district. New Business Item 23 would strengthen the efforts of those who would do away with aid to needy and disadvantaged groups of children.

And 25 students to a class would give districts a new minimum, which we consider too high for one teacher.

President Ryor: Microphone 12, *Lloyd May*, Kentucky, speaking for.

Lloyd May (Kentucky): *Lloyd May*, Kentucky. I'd like to yield to *Marge Briggs* at Microphone 3.

President Ryor: Microphone 3.

Hazel Stover (California): *Hazel Stover*, speaking as an individual, from California, and seconder of the motion. I would like to urge support of this particular item. As the maker of the motion has indicated to you, there is a definite trend within this country of employing instructional aides rather than teachers, and I think part of our problem is that we write state and federal programs that contribute to this particular trend within the nation.

I think we as an organization representing teachers need to take a firm stand and to try to influence the government to alter this position and put teachers who are qualified to teach in the classroom with smaller class sizes to meet the needs of the children. Thank you.

President Ryor: Microphone 11, *Morris Nirenstein*, Connecticut, point of order.

Morris Nirenstein (Connecticut): I rise to a point of order. I asked for a division of the house immediately upon the announcement of the results on Item 22. I was denied the opportunity. I was instructed that we should have shouted out the request for a division, which —

President Ryor: I will grant the division.

Mr. Nirenstein: Thank you very much, President John.

President Ryor: We are going back to take a division of the house on Item 22 as amended. All right. I ruled that the motion had lost. All those in favor please stand . . . opposed please stand . . . the motion loses.

Okay, we have a motion at Microphone 8, *Al Cranston*, Wyoming, to reconsider New Business Item 22.

Al Cranston (Wyoming): *Al Cranston*, Wyoming. I move to reconsider. I have a second at this microphone.

President Ryor: All right.

. . . Motion was seconded by *Carl Aisenbrey* of Wyoming.

President Ryor: The motion is to reconsider.

Mr. Cranston: I do not wish to speak to it.

President Ryor: All those in favor . . . opposed . . . reconsideration loses.

Back to New Business Item 23. Microphone 11, *Thomas Horan*, Connecticut.

Thomas Horan (Connecticut): *Tom Horan* from Connecticut, speaking as an individual. Compensatory education programs currently require that before a local board of education may receive funding from the federal government, that board must demonstrate that it makes an essentially equal effort to educate all students, including those students who are disadvantaged.

Compensatory programs are based on the fact that equal effort will not produce equal learning for students who begin behind the starting line. The compensatory programs are designed to help disadvantaged students to catch up to their nondisadvantaged classmates.

The effect of New Business Item 23 is to encourage boards of education to abandon the concept of compensatory education for no gain. The effect of the proposed changes would be to allow boards to decrease the number of classroom teaching positions, not increase them.

A board will simply transfer their disadvantaged students into self-contained groups funded entirely by the federal government, thereby allowing the local community to abandon all responsibility for funding the education of disadvantaged students.

The end result will be diminished educational opportunity for disadvantaged students because of the abandonment of the concept of compensation. I urge you to vote No on New Business Item 23.

President Ryor: Microphone 15, *Gayle Greer*, state of Kentucky.

Gayle Greer (Kentucky): *Gayle Greer* from Kentucky. I'd like to yield to *Marge Briggs* at Microphone 3.

President Ryor: Microphone 3, *Marge Briggs*.

Marge Briggs (California): Yes, President John? I am sorry.

President Ryor: She yielded to you.

Ms. Briggs: All right. I do have this one other thing to say in regard to this. We need to do what all educators have known for years; if we want quality education in our classrooms, then we must reduce the class size to less than 25.

And with fine young people like our Student NEA president graduating into a job market where only one out of three will be able to get a job, then our energies, moneys, and expertise must be directed at changing the guidelines and put teachers into the classrooms, not aides. (Applause)

President Ryor: Microphone 22, *Gerald Jurrens*, New Jersey, point of information.

Gerald Jurrens (New Jersey): President John, *Gerald Jurrens*, New Jersey. I have a point of information. If someone can answer this, I'd like to know what the federal guidelines are at this time for the ratio of students to teachers in compensatory education programs; teaching in a junior high school, I have no idea of what the guidelines are. The ratio sounds very high though.

President Ryor: I don't know that either. If the maker of the motion does, or someone —

Mr. Jurrens: One to 25 doesn't sound like anything to write home about.

President Ryor: We don't have this available at the moment —

Mr. Jurens: Could someone please try and find out that information?

President Ryor: Yes, we will see if we can find it.

Mr. Jurens: Thank you.

President Ryor: Microphone 14, *Ed Taylor*, South Carolina.

Ed Taylor (South Carolina): Mr. Chairman, *Edward Taylor*, South Carolina, speaking for the delegation. The South Carolina Education Association went on record this morning as being in opposition to New Business Item 23.

This is not in the sense that we are opposed to reduction of class size. But we are in favor of compensatory education just for the reasons that were enumerated at Microphone 11 a few minutes ago. We are in favor also of considering the lower class size on the basis that local districts assume their rightful responsibility and that accreditation laws be enforced in the states in which they are presently being overlooked.

At the present time we feel that there may be some problem with arbitrarily setting 1 to 25 as a national figure for the teacher pupil ratio. We, of course, also know as educators that the pupil-teacher ratio should be differentiated according to the job that you have to do.

If the children are disadvantaged children, 1 to 15 might be too large a ratio. If the children are of a greater ability, then the ratio will vary. So we go on record as opposing this based on the source of the funds as well as on the fact of using federal funds, or misusing federal funds as districts are often prone to do.

President Ryor: Thank you. We have had three speeches for and three against. I have *Nancy Hilger* of Texas who wants an answer to a question on the guidelines.

Nancy Hilger (Texas): Someone asked what the guidelines were under the compensatory education program. At the present time a teacher has an aide all day and has no more than five to eight students for approximately four periods a day, or a maximum of 30 students per day.

President Ryor: We have had three speeches for and three against. I will place the motion. All those in favor . . . opposed . . . *the motion loses.*

Division has been called for. All those in favor please stand . . . opposed please stand . . . *the motion fails.*

New Business Item 24. I am sorry, I have a privileged question here. Microphone 11, *Dan Hyer*, state of New Jersey.

Dan Hyer (New Jersey): *Dan Hyer*, New Jersey, speaking as an individual. I would like to move to limit debate on New Business Items to two speakers for and two speakers against. (Applause)

President Ryor: Do you have a second to the motion?

Mr. Hyer: I have a second.

. . . Motion was seconded by *Delores Norris* of New Jersey.

President Ryor: Thank you. The motion is to limit debate of two for and two against. It requires a two-thirds vote of the house. It is not debatable. I will place the motion before you. All those in favor . . . opposed . . . *the motion carries.*

New Business Item 24. Microphone 6, *Pat Schopfer*, Ohio.

Pat Schopfer (Ohio): *Pat Schopfer*, Columbus, Ohio. I move adoption of New Business Item 24. I have a second at Microphone 3.

President Ryor: Second, please. Microphone 3.

. . . Motion was seconded by *Linda Smith* of California.

President Ryor: Thank you. Microphone 6, *Pat*.

Ms. Schopfer: *Pat Schopfer*, speaking for the Ohio delegation. Thirty-four states have ratified the Equal Rights Amendment that will guarantee the basic human rights of equality regardless of sex. Only four more states are needed to add this amendment to the Constitution.

But there is a deadline, March 1979. And unless we gain a total of 38 states for ratification, our efforts on behalf of ERA will have been in vain. As an organization of over 60 percent women, a majority of our membership is obviously and critically affected by this amendment.

But sex discrimination has a shadow over our local professional men and women. For as long as the majority of teachers in America have second-class citizenship, our profession will have second-class status in our society. I know that the overwhelming majority of us believes in equality, but to believe is not enough. It is what we do that counts.

In addition to endorsing the Equal Rights Amendment, this Assembly voted last year to no longer hold conventions in unratified states. This motion would simply ensure that we inform

the economic power structures in the unratified states through various chambers of commerce that we mean business in our support of equal rights.

Money talks—let's make our money speak up for human equality and for the status of our profession. Thank you.

President Ryor: Pat, before you move away from the microphone, it is my intention to do that in any event—the wheels have already been set in motion. But if you want the Assembly to debate it and move it anyway, that can be done. But it is going to be done. Microphone 10, *Sam Conner, Arizona.*

Sam Conner (Arizona): Sam Conner, Arizona. I would like to move to amend by substitution. I move that all restrictions on where the NEA convention may be held cease to be mandatory and be used as items for consideration by the Annual Meeting Committee, and that the Committee may select the city most advantageous to the NEA. I have a seconder at Microphone 16.

President Ryor: I am going to rule the motion is out of order. (Applause) And not just because of the ERA thing.

We have already acted on Item 16, I believe it was, that established a condition. Back to New Business Item 24. Microphone 13, *Newel Standley, state of Utah, speaking against.*

Newel Standley (Utah): Mr. Chairman, Newel Standley from Utah, speaking as an individual. I am not opposed to ERA; I am opposed to spending money in states where the convention cannot be held. We in Utah have a lovely site for the convention. We have not enough hotel rooms. Are you advising that we send telegrams to every congressman in the state of Utah?

If you want to promote ERA in a state where there is no ERA, be there, show them how it is done, and do the work there where they need it.

President Ryor: Microphone 1, *Marilyn Rich, state of Illinois, speaking for.*

Marilyn Rich (Illinois): President Ryor, fellow delegates: It is pretty obvious that notifying only the governors and the legislators of the states that have not yet ratified the ERA has not been enough. Why don't we talk to the folks who collect the change produced as a result of this convention? Perhaps they can get the attention of the legislators when we can't.

And people were in Illinois, lots of them, thousands of them, and we still didn't get it done. We need to hit the pocketbooks. (Applause)

President Ryor: Microphone 6, *Pat Schopfer.* Did you wish to speak for it again, please?

Ms. Schopfer: I am willing to withdraw the motion if this is already being done and it is supported by this Assembly.

President Ryor: Given the intention that I stated earlier, is there any objection to the withdrawal of the motion? I hear an objection so I will put the motion. All those in favor . . . opposed . . . the motion carries. New Business Item 24 passes.

I am going to rule New Business Item 25 out of order. Let me for just a minute please try to state why. The Constitution, in Article VII, Section 4—and you will find it on page 104 of your program booklet—states very clearly that the guidelines of the Review Board are to be written by the Review Board and concurred in by the NEA Board of Directors. It says, "The Review Board shall establish its rules of procedure with the approval of the Board of Directors. Due process must be guaranteed in all its proceedings."

Now, that would be in conflict with that constitutional provision if the Representative Assembly then proceeded to decide what the guidelines were. I will rule it out of order and move to New Business Item 26. Microphone 11, *Lenny Lavalette of Connecticut.*

Lenny Lavalette (Connecticut): Lenny Lavalette, speaking for the delegation. Prior to moving New Business Item 26, I would like to offer some editorial changes.

President Ryor: All right.

Mr. Lavalette: In line 1 of the item, I would like to delete the word "primary." In line 2, I would like to delete the words "discriminatory and hence." In line 3, delete the word "a" when it appears both times. In line 4, delete the word "ideology." And I would change the word "contributor" in line 4 to "contributes." If that is acceptable, I would move New Business Item 26.

President Ryor: Give me just a minute, please. I am going to rule that the editorial changes can be accepted.

Mr. Lavalette: Thank you, President John. I have a second at this microphone.

... Motion was seconded by Maxine Rothe of Connecticut.

President Ryor: Microphone 11.

Mr. Lavalette: Recent court decisions affecting the residency requirements of public employees and pending action by the legislative bodies in many Connecticut communities, as well

as those in other states, are a step backward at a time when society in general and public employees specifically need to move forward.

Residency requirements, while they severely restrict what little mobility teachers have left, further increase economic hardships on teachers and do much to provide for the isolationism that prevents our nation from meeting the needs of all members of society. We request the support of New Business Item 26. Thank you.

President Ryor: Thank you. Microphone 8, *Nancy Beauchamp*, Michigan.

Nancy Beauchamp (Michigan): *President Ryor*, I happen to believe that there are important reasons for residency in the school district in which you work. And perhaps the most important reason is the interaction that occurs between you as a public employee and the people over whom your work has influence.

Hostility is a natural result from people who feel that their lives are being affected by those with whom they have little communication. If you live in the community in which you work, you are seen there, in church, spending your salary at local businesses, volunteering in activities like Scouts and Little League, making friends—in other words, demonstrating that you care about your community. When you are a part of that tax structure, you also demonstrate that you are willing to pay what you are asking the community to pay for your own salary.

If you have an elected school board in your community, you demonstrate your concern about the policy-makers who influence your own job by having a direct say in electing them. If you have money invested in a home and send your children to school in that community, you demonstrate that your total interests are there and not divided between a job interest and a community interest.

Show that you truly care by defeating New Business Item 26. Thank you.

President Ryor: Microphone 6, *Joe Prior*, state of Ohio.

Joe Prior (Ohio): *Joe Prior*, Cincinnati, speaking as an individual, with a point of inquiry, sir. What is the current status of the litigation on the residency suits that have been brought throughout the United States? Does the Chair have any information as to where those stand—what is happening?

I know we have one in Ohio, particularly in Cincinnati. What is the status on that?

Robert Chanin: We have been arguing for some years that there is a constitutional right to travel and that that constitutional right would invalidate any type of residency requirement.

Unfortunately, the current Supreme Court did not buy that argument. And about four weeks ago in a policeman's case coming out of Philadelphia, the Court rejected the contention that residency requirements violated anyone's constitutional rights.

Although the case was keyed to policemen, the reasoning of the Court is quite broad, and in our estimation it substantially damages our constitutional contention that these types of things are invalid.

President Ryor: Microphone 14, *Toby Rich*, Maryland.

Toby Rich (Maryland): *Toby Rich*, speaking for the Maryland delegation. At this very moment there is pending before our board of education in Prince Georges County, Maryland, a resolution that would enact the residency requirement for all professional employees. If passed, this would mean that in America's largest suburb and school district, there would be a residency requirement for employment.

We object to this requirement because, one, it discriminates by applying only to professional employees in the board of education; two, many areas do not have adequate housing or the housing is out of the price range of the salaries earned by teachers.

The freedom of choice of where one lives is abrogated. If a residency requirement is implemented in a jurisdiction, then there is a good chance that such a requirement will crop up in contiguous jurisdictions. How will this affect our educator families that have spouses working in two different jurisdictions?

Our local Prince Georges County voted overwhelmingly against the residency concept. This morning our Maryland state delegation voted unanimously to support this New Business Item 26. We hope this afternoon that our national body will support us by passing New Business Item 26.

President Ryor: Microphone 22, *Charlie Varney*, state of Ohio.

Charles Varney (Ohio): Thank you, Mr. President. I did not understand whether or not you allowed the editorial changes suggested by the maker.

President Ryor: I did, yes.

Mr. Varney: Thank you.

President Ryor: We have two for; we have no more speaking against. I will place New Business Item 26 with the editorial exceptions granted. All those in favor . . . opposed . . . *the motion carries.*

(Vice-President McGuire assumed the Chair at this point.)

Vice-President Willard McGuire: New Business Item 27. The Chair recognizes Microphone 13, *Harry Peterson*, Kansas, maker of the motion.

Harry Peterson (Kansas): Mr. Chairman, I have a substitute motion that was submitted yesterday for this item that I'd like to present at this time.

Vice-President McGuire: You may. Go ahead, please.

Mr. Peterson: Do you want me to read it?

Vice-President McGuire: Yes.

Mr. Peterson: Is it available for the screen? It was turned in yesterday morning.

Vice-President McGuire: I will check on that. I will read the substitute motion that he wishes to present:

The National Education Association shall provide educators, parents, and the general public involved with youth 13 years of age and younger, an awareness:

First, of the research available regarding potential damages, both temporary and permanent, to the joints, bones, and muscle structure of youth; and

Second, of programs of activity that: (a) are not conducted under the direction of a trained specialist; (b) have little or no regard for proper mental/physical preparation; and (c) do not provide skill development or classification as to the physical maturation of the individual.

Thereby insuring our youth the opportunity for continued participation and success in physical activities throughout life.

Mr. Peterson: Mr. Chairman, I so move to substitute for the original item 27. I have a second here.

. . . *Motion was seconded by Grady Johnson of Texas.*

Vice-President McGuire: All right. The motion has been made and seconded. *Mr. Peterson*, will you speak to your substitute motion?

Mr. Peterson: Yes. After having the opportunity to consult further with coaches, physical education teachers, trainers, and many others at this convention from other states, this substitute motion for New Business Item 27 is being offered to provide some clarification that was lacking in the original motion.

Mr. President and delegates to this Assembly, at the present rate about 12 million youths suffer from permanent physical impairment from certain prescribed physical activities by age 18. Polio never took such a toll on the youth of this country, even before the advent of vaccine. Some 100,000 young people each year suffer a chronic strain from repeatedly pitching a baseball with the elbow held too high. If the symptom is unattended, permanent loss of mobility and arthritis later may result.

Present adolescent players are also susceptible to a malady in which the bony growth plate on the shoulder splits as a consequence of throwing sliders too hard. Needless to say, the numbers involved are not small, nor is the problem.

Vice-President McGuire: Thank you. Your time is up, sir. The Chair recognizes Microphone 11, *Richard Gardner*, New Jersey, speaking as an individual, point of information.

Richard Gardner (New Jersey): *Richard Gardner*, New Jersey, individual. Mr. Chairman, I am wondering whether or not the mover of Item 27 indicated to you and NEA the method in which he intends to use or implement this program and what the estimated cost of this program would be.

Vice-President McGuire: The question is of the mover. *Mr. Peterson*, could you respond at Microphone 13?

Mr. Peterson: I have no idea what would be brought about in regard to cost. I would imagine it would be at the level at which the NEA would choose to provide this awareness. I imagine that it could be done through some of the regular publications that we have now and pamphlets that we distribute during American Education Week. It could be the subject of various media material that we now provide, unless the Association decided to even go further with this.

Vice-President McGuire: Thank you.

Mr. Gardner: Well then, my question would be, How do we deal with private and nonpublic institutions?

Vice-President McGuire: Would you repeat the question, please?

Mr. Gardner: My question would then be, How do we deal, for instance, with preschool day care centers and nonpublic institutions? I would assume the magnitude and the range in which you are dealing, youngsters 13 and under, does not only cover the public school youngsters—you have preschoolers, you have youngsters in private institutions also who I would think would be in part of this item.

Vice-President McGuire: *Mr. Peterson,* would you respond to that, please?

Mr. Peterson: Yes. The idea of this motion is to make this problem, this concern available to all.

Vice-President McGuire: Thank you. The Chair recognizes Microphone 16, *Jim McDaniels*, Washington, speaking for the delegation.

James McDaniels (Washington): Mr. Chairman, I move to refer New Business Item 27 to the IPD Committee for study and recommendation to the 1977 Assembly. I have a second at this microphone.

... Motion was seconded by *Gene Kelly* of Washington.

Vice-President McGuire: Thank you. It's been moved and seconded that this matter be referred to the IPD Committee for action. Would you wish to speak to your referral, please?

Mr. McDaniels: Yes. To cover the many aspects that are covered in this New Business Item, even more so because of this thing that is added by figures to it, it seems as though it is fitting that we have an in-depth and comprehensive program to cover this item.

We have within the network of our committees of NEA a committee that deals with programs for improving such things as this. And it seems imperative that they do the job and report back to the Assembly next year with a program we can take a look at.

Vice-President McGuire: Thank you. The question before us: a referral of New Business Item 27 to the IPD Committee for recommendation. There being no one at the microphones, I am going to call the question on referral. It requires a simple majority. All those in favor ... opposed ... *the motion is carried.* It is referred.

New Business Item 28. The Chair recognizes Microphone 6, *Nancy George* of Iowa, speaking for the delegation and maker of the motion.

Nancy George (Iowa): I move New Business Item 28. And I would like to yield my speaking time to my second, who is at the microphone.

... Motion was seconded by *Tom Reeves* of Iowa.

Tom Reeves (Iowa): May I speak?

Vice-President McGuire: Yes, you may.

Mr. Reeves: I am speaking for the Iowa delegation in favor of Item 28. We need grassroots participation in all areas of the United Teaching Profession. This motion allows for broader-based thinking in the preparation of the budget. It would help to make it possible for classroom teachers to give input at the various regional budget hearings.

Programs and fiscal policies of the NEA will be better understood by more members if there is wider participation at the formative stages of the budget preparation. I urge that you vote in favor of this motion.

Vice-President McGuire: Thank you. The Chair recognizes Microphone 15, *Ann Walls*, Kentucky, speaking as an individual, on New Business Item 28.

Ann Walls (Kentucky): *Ann Walls*, Kentucky, speaking as an individual. Mr. Chairman, I move to amend this New Business Item by deleting the words "on school days" and substituting "during normal school hours." I do have a second at this mike.

... Motion was seconded by *Beverly West* of Kentucky.

Ms. Walls: There was some concern in our caucus this morning that the motion as previously stated would preclude Friday evening meetings, for example. The intent of this amendment is to clarify it. Certainly we would wish that we would avoid the techniques so often employed by our own school boards of having meetings at times that are inconvenient for teachers to be there.

There are many ways in which we can disenfranchise. We do not want the NEA and its governance bodies to use this particular technique.

Vice-President McGuire: Thank you. You have heard the amendment before you. There are no persons at the microphones. I am going to call the question on the amendment. The motion is that the phrase "on school days" would be replaced with the words "during normal school hours." All those in favor ... opposed ... *the amendment is defeated.* We are back to the original question.

Division has been called for. All those in favor please stand ... opposed please stand ... *the amendment has carried.*

We are back to the New Business Item as amended, which now reads: "NEA regional open hearings of the Program and Budget Committee and others shall not be conducted during normal school hours."

The Chair recognizes Microphone 25, *Hoyle Davis*, Texas, speaking as an individual, parliamentary inquiry.

Hoyle Davis (Texas): Mr. Chairman, parliamentary inquiry. Does a point of order take precedence over standard debate?

Vice-President McGuire: Yes, it does, sir.

Mr. Davis: Mr. Chairman, I had had a point of order in about 15 minutes ago, since you left New Business Item 24, and we have had several minutes of standard debate since that time. I was wondering if I had gotten through.

Vice-President McGuire: I have to take the slips as they are given to me, and we did not have it at that time. I am sorry. We have it now. Is the point of order appropriate now?

Mr. Davis: Yes, it certainly is.

Vice-President McGuire: All right, would you state your point, please?

Mr. Davis: My point of order, sir, is on New Business Item 24. I believe we had adopted a rule allowing two speakers for and two speakers against. If I am not mistaken, I believe that the chairman at that time called for the motion when there was only one speaker who had spoken against, and there were individuals at the microphones registered to speak against, and the motion was called prior to their speaking.

Vice-President McGuire: At that point in time, sir, there were no other calls in to speak, and the rule is for a maximum of two for and two against, but it doesn't mandate that there be that many speakers if there are not that many persons.

Mr. Davis: Yes, but this is what I started to say. I had called in to speak against and was not recognized at that point.

Vice-President McGuire: There is a lag time, sir, in terms of the calls coming in and being received and noted and passed forward. I think that the particular problem that you referred to could best be alleviated by calling in your wish to speak about two items ahead of the one you wish to speak to. Once the debate is going on, it may very well close before the matter can be expedited to the Chair.

Mr. Davis: What approximately is the amount of lag time? I called in about 10 minutes before the debate was closed.

Vice-President McGuire: I am not sure why, sir. Possibly it was lost. We would have called you if we had it, and we regret the inconvenience on this particular matter, but using the method we use to expedite, we were unable to meet your wishes on that particular item.

Mr. Davis: Thank you.

Vice-President McGuire: The Chair recognizes Microphone 6, *Nancy George*, Iowa, speaking against New Business Item 28 as amended.

Nancy George (Iowa): *Nancy George*, Iowa. If the motion is adopted as amended, making it during normal school hours, that could mean that a Budget Committee hearing could be held on Wednesday evening. These are regional meetings. They take a lot of time to travel to. And I know; we come from one of the biggest—the Great Lakes. It takes sometimes a half a day, if not more, to travel to the meeting.

By making it during regular school hours, people are not going to be able to get to these meetings, which was the original intent of the motion. Thank you. (Applause)

Vice-President McGuire: Thank you. The Chair recognizes Microphone 3, *Norma Lee Holsteine* of Michigan, speaking as an individual, with a point of clarity.

Norma Lee Holsteine (Michigan): Willard, I was wondering if the maker of the motion could identify what they mean by "normal school hours"? In our region we have teachers teaching all over the 12 hours on the clock, and we have trouble getting meetings together many times, and I wonder what they mean by "normal school hours."

Vice-President McGuire: Would the maker of the amendment please clarify? *Ann Walls* at Microphone 15. Please define what "during normal school hours" means.

Ann Walls (Kentucky): Yes. We have the same problem in our district. We started at 7:30 in the morning with classes, and we went until about 4:00 in the afternoon. So I guess we were thinking of the evening hours, and particularly Friday evening as being the time for open hearings. We would say probably any time after 6:00 and at a reasonable hour of the evening.

Vice-President McGuire: Thank you. The Chair recognizes Microphone 8, *Mary Elliott*, Nebraska, speaking as an individual.

Mary Elliott (Nebraska): I wish to move that we reconsider the amendment. I did not understand the full implications of that, and there are others in my delegation who also voted on the prevailing side who did not realize this. (Applause)

Vice-President McGuire: All right, you have moved to reconsider. Is there a second?

... Motion was seconded by *Phil Kaldahl* of Nebraska.

Vice-President McGuire: All right. It has been moved and seconded to reconsider the amendment that passed. Mary, would you like to speak to your motion?

Ms. Elliott: I would like to yield the microphone to Jerry.

Jerry Kriha (Nebraska): *Jerry Kriha*, Nebraska. I think that the lady from Iowa expressed the feeling of the Nebraska delegation very well. We would respectfully request this Assembly to reconsider this last action.

Vice-President McGuire: Thank you. The motion before us is one of reconsidering the amendment to New Business Item 28 that was just passed. The Chair recognizes Microphone 22, *Russell Leidy* of New Jersey.

Russell Leidy (New Jersey): *Russell Leidy*, New Jersey. I wanted to wait until the president got back, but as long as I am on, maybe you can transmit it to him.

A point of order, I suppose, is to talk about parliamentary procedure in the sense that that is what I want to talk about. I think the president's speech was the best speech I have yet to hear in NEA. And I just want to say that before I make a derogatory point.

I think the New Business Items are being moved very slowly. I think some delegations and some people are using amendments so that they can talk on more than one thing at a time. I think in general that the convention is getting to be a drudgery because of the way it is being moved.

We were told to be here at 9:30, and I assumed New Business Items were going to start. We have Resolutions to do. We got here at 9:30. First we had to see a film that I happened to see on television. I think I saw it on TV. Then we had to listen to the businessman talk for about—it seemed like about three hours. I think it was probably about a half an hour or so.

I think you can move this a lot faster now. I admit I couldn't do it because I could never run a meeting like this.

Vice-President McGuire: Thank you for your concern. We will expedite things as well as we can. Your time is up.

The question before us is a reconsideration of the vote on the amendment to New Business Item 28. There being no one at the microphones, I am going to call the question. All those in favor . . . opposed . . . *the motion for reconsideration fails.*

Division has been called for. All those in favor please stand . . . opposed please stand. It looks about equal from the stage.

Let's listen to the question once more and try again. All those in favor please stand . . . opposed please stand . . . *the motion to reconsider passes.*

The Chair is going to recognize Microphone 15, *Ann Walls*, the maker of the motion, to tell the body once again what the amendment was that is being reconsidered, to get us back into that thought format please, Ann.

Ann Walls (Kentucky): The amendment was to delete the words "on school days" and substitute "during regular school hours." Do you want the rationale again, too?

Vice-President McGuire: You have given that at the time that the amendment passed. I just wanted to have it clear in the delegates' minds what the amended wording was and how it fit into that particular phrase.

The Chair recognizes Microphone 6, *Nancy George* of Iowa.

Nancy George (Iowa): *Mr. McGuire*, *Nancy George* of Iowa. I am speaking against the amendment. Is that in order?

Vice-President McGuire: That is in order, yes.

Ms. George: The amendment, as I stated, was going to cause a great deal of problems for those people who have to travel great distances to get to these hearings. And I think it just should be defeated because you have got to have these hearings at a time when teachers can get there and get there in a reasonable amount of time. (Applause)

Vice-President McGuire: The Chair recognizes Microphone 8, *Mary Elliott*, the maker of the motion to reconsider. And would you speak to your reconsideration, please.

Mary Elliott (Nebraska): I wish to yield the microphone.

Phil Kaldahl (Nebraska): *Phil Kaldahl*, Nebraska. We have the same problem that Iowa has.

If I live in St. Paul City, Nebraska, and it is held during school hours in Denver, I would have to drive to Omaha and get an airplane, and by that time the meeting would be over.

The object of this thing is to make it possible for me to attend meetings, and that is why we have to have it on weekends, not on weekdays at night. Thank you very much. (Applause)

Vice-President McGuire: We are looking for speakers for the amendment. All right, currently we have no calls for speaking for the amendment. I am going to call the question on the amendment. This is the amendment that would take the New Business Item as printed and add the words "during regular school hours" in place of "on school days."

All those in favor . . . opposed . . . *the amendment fails.* And we are now back to New Business Item 28 as printed. (Applause)

We have had one speaker for that amendment. That was the first speaker back when the item was first considered. The Chair recognizes Microphone 12, *Joseph Briscoe* of Arkansas, speaking as an individual.

Joseph Briscoe (Arkansas): Joe Briscoe, I am president of ORCTA. We are actively involved, but first of all, we are teachers. It is my primary responsibility. As teachers you know that we can ill afford any, much less more, interruptions to our classrooms.

You have heard about the problems. As teachers you know that these meetings would cause interruptions to my classroom if I were forced to attend them during those times that they have been held. The solution is very simple—just schedule them as the motion states. Thank you very much.

Vice-President McGuire: Thank you. Speaking for New Business Item 28, Microphone 3, *James Kelso*, California.

James Kelso (California): Pass.

Vice-President McGuire: At Microphone 10 *John Tennyson* of Arizona, speaking against. The "for" speaker was not here. Microphone 10, *John Tennyson*, Arizona.

John Tennyson (Arizona): I yield the microphone to *Julia Mason*, president of AEA.

Vice-President McGuire: Thank you. Go ahead, Julia.

Julia Mason (Arizona): *Julia Mason* from Arizona, speaking as an individual. I was going to suggest another amendment to this particular item. We have teachers in our delegation who teach in a year-round school. What is the possibility of adding the NEA Representative Assembly under this? I speak against this item.

Vice-President McGuire: Thank you. We have now had two speakers for and two speakers against. I am going to call the question on New Business Item 28 as printed. All those in favor . . . opposed . . . *the motion carries.* (Applause)

(*President Ryor* resumed the Chair at this point.)

President John Ryor: Microphone 16, *Mike Fitch*, Washington.

Mike Fitch (Washington): *President Ryor*, *Mike Fitch*, state of Washington, speaking as an individual. I would like to move to suspend the Rules and place a limitation on debate. I have a second.

President Ryor: Would you state your motion?

. . . Motion was seconded by *Lee Webb* of Washington.

President Ryor: State your motion, please.

Mr. Fitch: *President Ryor*, I would move that unless at least one-third of the delegates to this Representative Assembly wishes to debate pending items, there be no debate on those items.

President Ryor: You have heard the motion. It is to suspend the Rules in order to establish a Rule to only entertain those New Business Items that one-third of the delegates agrees to hear.

Mr. Fitch: *President Ryor*.

President Ryor: Yes.

Mr. Fitch: That was pending items; they are not just New Business Items.

President Ryor: Yes, pending New Business Items, right?

Mr. Fitch: No, sir, pending items.

President Ryor: What does that mean?

Mr. Fitch: That would mean debate on New Business Items, Resolutions, and any other business before the Assembly.

President Ryor: Well, I am going to rule that out of order.

Mr. Fitch: Then I would like to change it to mean pending New Business Items.

President Ryor: I will entertain that motion. The motion is to move to suspend the Rules and only entertain those New Business Items that at least one-third of the delegates chooses to hear. It is not debatable. It requires a two-thirds vote of this Assembly.

I will place the motion. All those in favor . . . opposed . . . *the motion loses.*

Microphone 3, *Hugh Boyle*, California, to reconsider New Business Item 26.

Hugh Boyle (California): *President Ryor*. I would like to move reconsideration of New Business Item 26, to propose an amendment to delete. May I just mention what it is, and then the delegates can decide if they want to listen?

President Ryor: Yes.

Mr. Boyle: All right. I would like to delete the last part of the statement, "and contributory to social, economic, and racial isolation." If we really think about that, it really does the opposite. I am not in favor of residency requirements, but we know historically that it really works the opposite. It looks sort of dumb having this as our rationale to oppose residency requirements.

President Ryor: The motion is to reconsider New Business Item 26. Did you vote on the prevailing side?

Mr. Boyle: I did not.

President Ryor: I am sorry, it is out of order, sir.

Mr. Boyle: Thank you.

President Ryor: New Business Item 29. Microphone 16, *Nancy Hilger*, Texas.

Nancy Hilger (Texas): *Nancy Hilger*, Texas, speaking with the support of the Texas delegation. I move New Business Item 29, and I would like to speak to my motion after it is seconded.

President Ryor: Thank you.

. . . Motion was seconded by *Franklin Burkley* of Texas.

President Ryor: Thank you. *Nancy*, Microphone 16.

Ms. Hilger: Thank you. Mr. President and fellow delegates, this item speaks to the interpretation of one of the basic principles of our Constitution and Bylaws—that of allocation of delegates by proportionate representation and ethnic minority representation.

We have voted against some possible amendments to this particular section of our Bylaws. This New Business Item would ask for a strict interpretation of the item so as not to allow lesser requirements than voted by this delegate body.

Interpretations are necessary in order to implement any set of rules. We are requesting that the intent of this Bylaw be kept strictly in mind when such interpretations are made. This is not to be construed as criticism of past action, but rather as a way to lend strength and support to these boards when pressures are brought to bear to attempt decisions not within the bounds of reasonable interpretation. We urge the support of the delegate body for this item.

President Ryor: I am going to rule New Business Item 29 out of order, not because it isn't a grand idea—we are obligated by the Constitution to do what you are asking anyway, and the Constitution speaks forthrightly on those issues.

We are going to follow the new Constitution until such time as this body chooses to change it, not only on this item but also on any other item. I will rule it out of order.

New Business Item 30. Microphone 2.

Dave Barte (Minnesota): *Dave Barte*, speaking for the Minnesota delegation. *President Ryor*, before I move this item, I would like to make an editorial change to make clear to the Assembly the intent of this motion.

The resolution number as printed is not correct. It is now 76-38, as found in the new report for this meeting. The intent of this motion is simply to study the cost and the feasibility of establishing a clearinghouse for teachers so that they would have a central place to exchange qualifications and experience of similar nature, thus setting the stage for possible teacher exchange.

I would now like to move this motion, and I have a second at Microphone 16.

President Ryor: All right. Microphone 16.

. . . Motion was seconded by *Edna Stephenson* of Texas.

President Ryor: All right, back to Microphone 2, please.

Mr. Barte: Mr. President, I would like to yield to *Don Blakeslee* from Wyoming at Microphone 8.

President Ryor: Don, Microphone 8.

Don Blakeslee (Wyoming): Thank you, Mr. President. There is a large amount of interest among our members in teacher exchange programs, and there is a large number of teacher exchange programs wandering around. It would seem a very feasible service for our members to perform a rather small task of bringing together information concerning these various teacher

exchange programs and making this information available as a service to our members. I would urge you to support this item. Thank you.

President Ryor: There are no other speakers. I am sorry, no speakers against. We have speakers for the motion, but in keeping with our Rule this morning—

All those in favor . . . opposed . . . *the motion carries.*

New Business Item 31. Microphone 14, *Tom Paulino*, Maryland.

Thomas Paulino (Maryland): *Tom Paulino*, president, Teachers Association of Maryland County. I would like to move New Business Item 31. My second is here.

President Ryor: Second?

. . . *Motion* was seconded by *Larry Nash* of Maryland.

President Ryor: Microphone 14, *Tom*.

Mr. Paulino: The intent is this. On Monday when the candidates for NEA office spoke, they spoke at the end of the session and a great many people left. I would like the Executive Committee to look at the agenda and see if they can sandwich the speeches in between two items that might keep the delegates here so we can elect responsible people to the Executive Committee.

President Ryor: Microphone 11, *Kathryn Stilwell*, New Jersey.

Kathryn Stilwell (New Jersey): *Kay Stilwell*, New Jersey, speaking as an individual. I would request that this New Business Item 31 be referred to the appropriate body for study and action as needed.

President Ryor: The motion is in order. Is there a second to the motion?

. . . *Motion* was seconded by *Judith Owens* of New Jersey.

President Ryor: The motion is to refer New Business Item 31 to the appropriate committee for recommendation and action as needed.

I have no one at the microphones. I will place the motion to refer. All those in favor . . . opposed . . . *the motion carries.* It is referred.

New Business Item 32 I am going to rule out of order for much the same reasons I ruled Item 25 out of order. Article VII, Section 4, of the NEA Constitution defines the responsibility for the structure in writing the guidelines to the Board of Review. It is with the concurrence of the NEA Board of Directors.

New Business Item 33 for the same reason is out of order.

New Business Item 34. We will take a second to catch up here. We will entertain phone calls on Items 34, 35, and 36. Microphone 13, *Peter Toggerson*, North Carolina.

Peter Toggerson (North Carolina): My name is *Peter Toggerson*, North Carolina, speaking for the delegation. I would like to propose a revision, a rewrite, as an editorial change. This has been given to the podium, and I understand that it is ready to put up on the screen, so if you will put it up on the screen, then I will move that.

President Ryor: Will the technicians put the new version of New Business Item 34 on the screen, please. All right, *Peter*.

Mr. Toggerson: Would you care to read that? I have a little trouble with it from here.

President Ryor: Rewrite of New Business Item 34. Rationale: The leaders of the North Carolina delegation consulted with NEA Deputy Executive Director *Robert Chanin* and the delegation will propose New Business Item 34 to be changed editorially to read as below. The intent of the motion is the same. And it is:

The National Education Association believes that the government of the United States has an obligation to guarantee fair treatment for the teachers of this nation. NEA reaffirms its commitment to secure meaningful collective bargaining rights for teachers, and toward that end, the Representative Assembly directs the NEA to investigate the role which Congress can most effectively play in this regard, including the possibility of legislation withholding federal funds from states that fail to provide to teachers the right to bargain collectively.

That is it. I will rule that is in order. The impact is the same.

Mr. Toggerson: Okay, I would like to move that this Assembly adopt this New Business Item 34 as it is revised. I have a second right here.

President Ryor: Second?

. . . *Motion* was seconded by *Judy Adams* of North Carolina.

President Ryor: Thank you.

Mr. Toggerson: I would like to speak to the motion, please.

President Ryor: All right, Peter.

Mr. Toggerson: First of all I would like to mention that we are not talking just about education funds. We are talking about all federal funds. The New Business Item calls for an investigation by the NEA only. It does not call for action; it calls for a study. I believe it will call for stronger collective bargaining standards than we could get otherwise in the federal area.

The first decisions have made federal collective bargaining acts extremely unlikely in the forms in which NEA has pursued them in the past. According to the opinion of the NEA attorney, *Mr. Chanin*, the suggestion put forth in New Business Item 34 may be the only method for gaining federal pressure for collective bargaining. For that reason I would urge the adoption of New Business Item 34 for study by the NEA as to whether this would be an effective way to get collective bargaining pressure.

As you know, in North Carolina—it was referred to earlier—we have had a lot of problems with collective bargaining, and we need some help on this issue. Thank you very much.

President Ryor: All right. Microphone 1, *Maureen O'Brien*, Massachusetts, parliamentary inquiry.

Maureen O'Brien (Massachusetts): Your recent ruling just answered that for me. Thank you.

President Ryor: Okay, thank you. There are no speakers against. I am going to place the motion as printed. All those in favor . . . opposed . . . *the motion is carried.* (Applause)

New Business Item 35 is out of order. Dues is a Bylaw question. Hence, the RA could not adopt the motion that is in front of them.

New Business Item 36. Microphone 16, *Fred Reininger*, Texas.

Fred Reininger (Texas): Thank you, *President Ryor*. I am *Fred Reininger*, NEA director from Texas, speaking as an individual. I would like to move New Business Item 36, with an editorial change. The change would substitute the word "members" for the word "leaders" in line 2. I have a second at this microphone, and I would like to speak to my motion.

President Ryor: I will accept that change. And who is the second, please?

. . . Motion was seconded by *Dora Scott* of Texas.

President Ryor: All right, *Fred*.

Mr. Reininger: The function of these committees would be to provide a vehicle for continued local input which has been spoken to in New Business Items of previous years. This would provide for a forum for resolving problems that may arise within a state's UniServ program.

It would assure each state and its various local affiliates of a method for modifying and updating the state UniServ guidelines in order to best meet the needs of all UTP members. Further, it would facilitate communication with the NEA regarding matters of mutual interest and implementation of NEA UniServ guidelines.

I would ask that this be included in the UniServ guidelines to ensure governance control. Thank you.

President Ryor: The other speakers I have are for. I have Microphone 16. *Lou Armbrust*, state of Washington. Microphone 16.

Lou Armbrust (Washington): *Lou Armbrust*, state of Washington, NEA Board of Directors and chairman of the UniServ Advisory Committee. I move to refer this item to the appropriate governance body. I have a second at this microphone.

President Ryor: All right, it is in order.

. . . Motion was seconded by *Jim Aucutt* of Washington.

President Ryor: The motion is to refer this item to the appropriate NEA body for study. Back to Microphone 16.

Mr. Armbrust: Two years ago the UniServ Advisory Committee undertook a complete revision of UniServ guidelines. When the project was completed, it was presented to the Board of Directors. It had the effect of eliminating the past danger of the amendment process that had been going on since 1970.

We on the UniServ Advisory Committee and the NEA Board feel that the guidelines are in good shape now. This motion would not seriously harm UniServ guidelines, but I think it should be referred to the Committee so that a serious attempt for consideration can be undertaken. Thank you, sir.

President Ryor: I have no more cards on the motion to refer. Therefore, I will place that motion before you. All those in favor . . . opposed . . . *the motion fails.* Back to New Business Item 36.

Division was called for. All those in favor please stand . . . opposed please stand . . . *the referral is carried.*

All right, I have a challenge to the ruling of the Chair. Microphone 3, please.

Walt Buttle (California): *Walt Buttle* from California. Mr. Chairman, I am requesting a clarification of your out-of-order ruling on New Business Item 32. I would apologize for a misunderstanding there. In the second line, Article II there refers to the Review Board procedures and not to the Constitution. May we reconsider New Business Item 32?

President Ryor: Well, no. You see, it says, "I move that the NEA Board of Directors withdraw approval of Article II, Section B, paragraph 2, page 8, which states: 'Conduct which is intended to interfere with or prevent the implementation of a provision of the NEA Charter, Constitution, or Bylaws, or of a written policy of the NEA.'"

Now I ruled that that was out of order because it does have constitutional impact. In Article VII, page 104 of your little book, Section 4, it lays out quite clearly who is responsible for deciding on the guidelines and approval of those. It is a constitutional amendment. It would require a constitutional change if you want to achieve what you are setting up, or at least express what you would like to achieve. So I ruled it out of order.

Your option is to challenge the ruling of the Chair if you want, and we can put the question before the body here.

Mr. Buttle: I would like to do that at this time, please.

President Ryor: There is a challenge to the ruling of the Chair. The question is, Shall the Chair be sustained? An Aye vote means it shall be; Nay means it will not be. All those in favor . . . opposed . . . the Chair is sustained.

Microphone 3, *Gail Byrne*, California, for the purpose of reconsideration.

Gail Byrne (California): *Gail Byrne*, California, speaking as an individual. I move reconsideration of New Business Item 26.

President Ryor: Were you on the prevailing side?

Ms. Byrne: Yes, sir, I was.

President Ryor: All right. There is a motion to reconsider New Business Item 26. Do you have a second to the motion?

Ms. Byrne: Yes. *Walt Buttle*, California.

President Ryor: We are going to have to have a second to the motion, please.

. . . Motion was seconded by *C. B. Wright* of California.

President Ryor: Thank you. All right, *Gail*.

Ms. Byrne: I would like to yield my time to *Hugh Boyle*.

President Ryor: All right.

Hugh Boyle (California): Back again, *President Ryor*. The same explanation as before basically because I feel that that last phrase just isn't accurate. It doesn't explain what these residency requirements do. Again, I am in favor of being opposed to residency requirements, but this as an explanation just doesn't make any sense at all.

President Ryor: You have heard the argument. The motion is . . . reconsider New Business Item 26. I will place the motion. All those in favor . . . opposed . . . the motion loses.

Microphone 14, *Ken Simpler*, state of Maryland, point of parliamentary inquiry.

Ken Simpler (Maryland): Mr. President, I pass.

President Ryor: The next item of business is New Business Item 37. Microphone 11, *Frank Totten*, New Jersey.

Frank Totten (New Jersey): Mr. Chairman, *Frank Totten*, New Jersey, speaking for the delegation. I move New Business Item 37.

President Ryor: Is there a second to the motion?

. . . Motion was seconded by *Judith Owens* of New Jersey.

President Ryor: All right. Microphone 11, *Frank*.

Mr. Totten: I would like to yield my time to *Mary Ann Bonalsky*, our Executive Committee member from Hudson County.

Mary Ann Bonalsky (New Jersey): The request you have before you may appear to be a very simple one. However, the reasons that prompted it are complicated.

The Weehawken Board of Education in its so-called infinite wisdom has been able to circumvent the law and cause 12 tenured teachers to have their employment terminated; the association president, with 15 years' experience, admired by his colleagues, but fired by the board; the past president, 19 years' experience, dedicated, but dismissed; the negotiations chairperson, 11 years' experience, fired; the strike coordinator, 9 years' experience, fired; seven faculty representatives, none of whom has less than 6 years' experience, fired.

How was this accomplished? By curriculum revisions that eliminated programs in social studies, industrial arts, business, and psychology. However, this was not enough. On the last

day of school, 56 teachers were involuntarily transferred. All of these people participated in nonwork-related job actions. The list goes on.

In spite of tenure laws and in spite of collective bargaining laws and in spite of association activities, we have no guarantee that harassment and reprisals will stop. It has happened to us, and it can happen to you. The cost of a telegram is insignificant, but your position and your professional pride are priceless. (Applause)

President Ryor: Thank you. Rather than debate New Business Item 37, Frank and Judy and others, I will send such a telegram. And if it is all right with you, we can withdraw the item. And if the persons concerned will come to the podium and help us develop the kind of statement you would like us to send—

Mr. Totten: Mr. President, the New Jersey delegation certainly appreciates that. We understand that you will send this in the name of all those here from the Representative Assembly, is that correct?

President Ryor: That is correct.

Mr. Totten: Certainly, and thank you very much. (Applause)

President Ryor: Microphone 23, Ray Gran, Indiana, point of order.

Ray Gran (Indiana): *President Ryor,* I would like to go back to that Item 32 again because I am kind of confused about it. I am not challenging the Chair. I would just like an explanation.

That particular item would have had the Representative Assembly directing the Board of Directors to do something. Is that not possible? Can't this Assembly direct the Board of Directors to do something?

President Ryor: Well, let me restate it, if I might. The Representative Assembly has the power to do anything not delegated to other NEA bodies in the Constitution. Now in that regard, those duties are spelled out quite clearly for other bodies.

Mr. Gran: Okay, I have got you now. Thank you.

President Ryor: Now, the RA has the right to change the Constitution, but that would require the submission of a constitutional amendment and a vote on that next year.

Microphone 1, Jean McKenney, Illinois.

Jean McKenney (Illinois): *Jean McKenney,* Illinois, speaking as an individual. I am going to move to suspend the Rules so that they say that we do not reconsider any New Business Items until all have been considered once. I have a second to that.

... Motion was seconded by an unidentified delegate from Illinois.

President Ryor: I am going to rule the motion out of order. I know the frustration, but the parliamentary process for reconsideration takes a very high priority on the list of privileged motions, and to just rule out the inability to admit that we may have made a mistake, I think, would be an unwise function for the body.

Ms. McKenney: Thank you, *President Ryor.*

President Ryor: Microphone 15, Margaret Whilden, Colorado. New Business Item 38.

Margaret Whilden (Colorado): *Margaret Whilden,* Colorado, speaking for the delegation. Colorado shares with pride the history of leadership—excuse me. I move the adoption of this New Business Item.

President Ryor: Do you have a second to the motion, please?

... Motion was seconded by Max Bartram of Colorado.

President Ryor: Thank you, Margaret.

Ms. Whilden: Thank you. Colorado shares with pride the history of leadership in education by the NEA. In the early 1900s the NEA sponsored a committee of 15 and other committees that operated as "think tanks" to change the course of education and to deal with problems and with innovations that came about.

With the advent of substantial federal aid in the forties and fifties, government agencies initiated new changes. NEA started reacting rather than pro-acting, and it has ended up with NEA spending much time stamping out other people's brushfires. HEW, the United States Congress, and the President set fires all the time, and we spend a lot of time trying to stamp them out.

There has been a fire recently started by the AMA which was picked up by the *American School Board Journal* in March. You would be interested to know that the AMA and the *American School Board Journal* are now on record as favoring teaching the use of alcohol by our schools. We are not now to teach just drugs, but we are to teach them how to use it properly in school. I don't know if they are going to let us use a procedure there where we actually use the drug in school. We are teaching how to use it.

The NEA eventually will react to this, I am sure. I think NEA should return to setting its own fires and let others react.

President Ryor: Your time is up, Margaret.

Max Bartram (Colorado): I would like to take my time—

President Ryor: I beg your pardon?

Mr. Bartram: Mr. President, *Max Bartram*, the seconder. I would like to reinquish my time to the speaker.

President Ryor: Well, we have other speakers in order first, and then you are welcome to do that. Microphone 3, *Tim Kerrigan*, California, point of information.

Tim Kerrigan (California): I am *Tim Kerrigan*, California, speaking as an individual. I would like to ask the maker of the motion this: Is the term "scholars in the field of education" including practicing teachers in the elementary and secondary areas?

President Ryor: Margaret.

Ms. Whilden: Of course, it does. We are scholars.

President Ryor: Microphone 2, *Don Holman*, Minnesota.

Don Holman (Minnesota): *Don Holman*, Minnesota, NEA Board. I would like to move to refer this to the appropriate governing body. I have a second at this microphone.

... Motion was seconded by *Harlan Bauermeister* of Minnesota.

Mr. Holman: I would like to say I support the ideas embodied here, and I would like to send it to the appropriate committee, either to the Executive Committee or to the Board, where they can take a look at it and set up a committee to work on it and start moving in that direction.

President Ryor: You have heard the motion. It is to refer to the appropriate committee of NEA. You have heard the reason. I will place the motion to refer New Business Item 38 before the body. All those in favor ... opposed ... the motion is referred.

New Business Item 39. Microphone 5, *Glenn Jacobs*, Michigan.

Glenn Jacobs (Michigan): *Glenn Jacobs*, speaking on behalf of the Michigan delegation. I take great pleasure in moving New Business Item 39. I have a second at Microphone 8, Mr. President.

President Ryor: Microphone 8.

... Motion was seconded by *Carl Downing* of Oklahoma.

President Ryor: Thank you. Back to Microphone 5.

Mr. Jacobs: Mr. President, delegations, honored guests, and persons: I strongly urge you to support this item because a grave miscarriage of justice was committed. You may ask, How can this happen to a man voted the Athlete of the Century? Well, a few people couldn't see out of one eye and were blind in the other, blind to justice, filled with bigotry, hate, and discrimination; their better judgment was overruled by those same things that still haunt some of us today—to paraphrase some of *Mr. Lincoln*, that great immortal, "He that denies justice, equality, and freedom to others deserves them not himself."

I don't care how this thing is righted, be it by Executive Order or congressional action, just so it is done. But let us do it now, beginning with our Bicentennial. We probably won't spend another one.

So in closing, ladies and gentlemen and others, support New Business Item 39, not for me, not for Michigan delegates, not for Jim because he was a First American, but rather because it is the right thing to do. After all, Jim was a human being, his spirit stands somewhere. Oh, beautiful America, how could you do this to me, land that I love! Thank you. (Applause)

President Ryor: Thank you. There are no speakers against. I will place the motion. All those in favor ... opposed ... the motion carries.

New Business Item 40. *Mary Lagana*, Microphone 14.

Mary Lagana (Connecticut): *President Ryor*, *Mary Lagana*, Hartford, Connecticut, speaking for the delegation. I wish to move New Business Item 40. I have a second at this microphone and I would request that the seconder speak to the motion.

... Motion was seconded by *Ellen Wisser* of Connecticut.

President Ryor: All right.

Ellen Wisser (Connecticut): *Ellen Wisser*, Connecticut, seconding the motion and speaking for it, please.

President Ryor: All right, Ellen.

Ms. Wisser: The educational problems of urban locals are, in some ways, unique to urban communities, and they oftentimes exist in areas that are not labeled urban because of the density of population. For example, children sitting in overcrowded classrooms, in buildings that

are deteriorating, and learning from textbooks that are 10 years old are urban problems. But we are finding it all over this country.

Therefore, existing NEA programs intending to help locals at times lack procedures that can readily be used by these locals with their urban problems. The purpose of New Business Item 40 is to review the current NEA programs, like community awareness, that aim to help local affiliates, and where necessary to revise them, so that all urban problem affiliates get the same NEA assistance others presently enjoy. Thank you.

President Ryor: Thank you. Microphone 6, *Joseph D'Andrea*, Pennsylvania.

Joseph D'Andrea (Pennsylvania): President John, *Joe D'Andrea*, speaking for the delegation. I move to refer Item 40 to the NEA Affiliates Committee.

President Ryor: Is there a second to the motion?

Mr. D'Andrea: Mike Woodring seconds.

... Motion was seconded by *Mike Woodring* of Pennsylvania.

President Ryor: The motion is to refer New Business Item 40 to the Affiliates Committee. Joe.

Mr. D'Andrea: I think the charge of the Committee is very clear. I think we are lessening the amount of time on the floor of the RA, and the results will be very productive.

President Ryor: The motion is to refer. You have heard the reason. It requires a simple majority. I will place the motion before you. All those in favor ... opposed ... the motion is referred.

New Business Item 41. I am going to rule that New Business Item 41 is out of order because we have dealt with that issue the other day in an amendment. (Applause)

It was defeated. New Business Item 42 has been withdrawn. New Business Item 43. Microphone 14, *Martha Kannapaux*, South Carolina.

Martha Kannapaux (South Carolina): *Martha Kannapaux*, South Carolina, speaking for the delegation. Mr. President, upon the advice of NEA counsel and for the purpose of clarity and accuracy, as the maker of New Business Item 43, I want to move a substitute motion that will not change the intent of New Business Item 43.

I request the right to speak and also to have it appear on the screen.

President Ryor: Do we have a copy of that?

Ms. Kannapaux: Yes. Do you wish me to read it?

President Ryor: Yes, please do.

Ms. Kannapaux: All right. I move the following as a substitute motion of New Business Item 43:

Despite the fact that teachers generally must use their homes to complete work which cannot be performed in their school buildings during the normal school day, the Internal Revenue Service has been applying an overly strict standard which has resulted in the denial to many teachers of the right to deduct the expenses of maintaining offices in their homes. Further, Congress is now considering legislation which would deny to most employees, including teachers, the right to deduct such expenses.

The NEA should continue to seek to protect the right of teachers to deduct home office expenses.

I would like the right to speak, and I have a second here at the mike.

President Ryor: Microphone 14.

... Motion was seconded by *Roy Biddle* of South Carolina.

President Ryor: Martha.

Ms. Kannapaux: Okay, speaking for the South Carolina delegation concerning home office deduction. This is a right South Carolina teachers want and need, and almost all of the other state delegations here have indicated to us that they desire this right also.

It is the intent on of Congress to disallow all deductions of offices in homes of employees. Considering the intent of Congress, we believe that NEA must continue to work to have the right of teachers to deduct expenses for home offices included in the legislation of Congress.

I urge your support of the substitute motion for New Business Item 43. I yield the remainder of my time to *Debbie McDaniel* at Microphone 23.

President Ryor: Thank you. No speakers against?

Debbie McDaniel (South Carolina): Mr. President—

President Ryor: Microphone 23.

Ms. McDaniel: Mr. President, *Debbie McDaniel*, South Carolina, speaking for the delegation in favor of the substitute motion for New Business Item 43. We would like to point out that the substitute motion on New Business Item 43 will not in any way mandate that teachers must claim the office-in-the-home deduction on their federal income tax return. It will simply provide the opportunity for teachers to claim this deduction.

If the teacher, homeowner or renter, with the aid of a tax consultant, determines that this deduction would not aid in compiling his federal tax return, then he simply would not claim the office-in-the-home deduction, just as he would not claim deductions in any other category which would not be to his advantage. By voting to—

President Ryor: Your time is up.

Ms. McDaniel: I urge you to vote in support of the substitute motion for Item 43.

President Ryor: We have no speakers against the substitute motion for New Business Item 43. In that event, I will place the motion. All those in favor . . . opposed . . . *the motion is carried.*

I have a parliamentary inquiry. Microphone 14, *Ellen Wisser*, Connecticut.

Ellen Wisser (Connecticut): Mr. President, I am asking for your assistance on the vote to refer on New Business Item Number 40. I was here to speak against it. You never gave an opportunity for that. I even had a gentleman from Tennessee who was supporting the concept, and somehow we referred it without even giving us an opportunity to speak. Now, could you suggest some procedure whereby we can go back in accordance with the Rules?

President Ryor: Yes, Ellen. I think a motion for reconsideration, a reconsideration of referral.

Ms. Wisser: But I am against referral, sir. I cannot do that.

President Ryor: The body has now voted to refer. Therefore, the only way to get it back out on the floor here to discuss the issue is to move that the body reconsider the motion it passed when it referred New Business Item 40 to the appropriate committee.

Ms. Wisser: May I try that now, sir?

President Ryor: Yes.

Ms. Wisser: I so move.

President Ryor: The motion is to reconsider the referral of New Business Item 40. Do you have a second, please?

Ms. Wisser: Yes, I do. The gentleman from Tennessee behind me.

President Ryor: All right.

. . . Motion was seconded by *Eugene Wade* of Tennessee.

President Ryor: Very good. All right, Ellen, you may speak to it if you would like.

Ms. Wisser: Pardon me?

President Ryor: You may speak to your motion.

Ms. Wisser: Gentlemen and ladies, it has been our hope that this body would give sufficient time to listen to the intent of this New Business Item. We have so many areas in this country—particularly Buffalo, New York—that are currently not in AFT hands, but do suffer from urban educational problems.

We were asking simply that we be given an opportunity to ask you to allow the NEA to revise or review their present programs so that locals that may someday come under the hands of AFT, because they are unable to prevent this, have in their programs specific manners by which to solve the problems.

You did not give us an opportunity to speak. You moved to refer. You didn't even say where you were going to refer, and to me that means you moved to kill it. Now, I think as an honest statement, you should hear this because this has been endorsed all over the floor, and I think you should—

President Ryor: All right, your time is up. You have heard the motion. It is to reconsider the referral of New Business Item 40. Ellen, to set the record straight, the body did vote to refer it to the Affiliates Committee.

The motion is to reconsider the referral of New Business Item 40. I will place the motion before you. It requires a simple majority. All those in favor . . . opposed . . . *the motion to reconsider is lost.*

You are now on New Business Item 44. Microphone 11, *Lenny Lavalette*.

Lenny Lavalette (Connecticut): Thank you, President John. *Lenny Lavalette*, Connecticut, speaking for the delegation. I would like to move New Business Item 44 regarding management by objectives. I have a second at this microphone.

President Ryor: All right.

... Motion was seconded by *Maxine Rothe* of Connecticut.

President Ryor: Thank you. Would you hold it for just a moment, Lenny? Once more, the noise level is exceedingly high.

Mr. Lavalette: Thank you. The time has come in the teaching profession when practicing classroom teachers must be given a role as a full partner in the development of all educational programs.

Models of educational programs transplanted from other fields of endeavor, while sometimes successful, but oftentimes not, will always need the support of teachers to be effective in meeting the needs of children. For all too long we have had to suffer from the whims of school board members and zealous, self-seeking superintendents of schools.

Teachers are fully capable of meaningful participation in any and all decisions related to educational models and programs. We urge your support of New Business Item 44. Thank you.

President Ryor: Microphone 11, *Frank Totten*, New Jersey.

Frank Totten (New Jersey): Mr. President, I would like to amend New Business Item 44 by placing a period after "techniques," the first word in the third line, and eliminating the rest of the sentence in the statement. And I would like to speak to this amendment. And my second is right here.

President Ryor: A't right. You have a second to the motion?

... Motion was seconded by *Alan Davenport* of New Jersey.

President Ryor: The motion is to amend by deletion, by placing a period behind the word "techniques" in the third line and striking the rest of the statement. Microphone 11.

Mr. Totten: Mr. President, I agree with *Lenny Lavalette* and his idea here. This would be the ideal. I like what he said about partnership. I would like to go along with that.

However, it seems to me that our experience has been that no matter how much we want partnership, how much we ask to be involved, how much we struggle to be equal partners, how much expertise we have that is wasted, there are many people in authority who want nothing to do with us. And instead of forcing things on us, they just kill it. Thank you.

President Ryor: No other comments on the amendment? Microphone 24, *Charles Nunnele*, Alabama, point of information.

Charles Nunnele (Alabama): *Charles Nunnele*, Alabama, speaking as an individual. We would like "MBO" explained to us. What does it stand for?

President Ryor: Management by objectives.

Mr. Nunnele: Thank you.

President Ryor: We have no further comments on the proposed amendment. The amendment is to place a period behind the word "techniques" in the third line and strike the remainder of the paragraph. I will place the motion before you. All in favor ... opposed.

Once more. All those in favor please stand ... opposed please stand ... the motion carries, the amendment passes.

We are back to the main motion as amended. Microphone 13, *Dee Williams*, Utah, speaking for.

Dee Williams (Utah): Mr. President, *Dee Williams*, Utah. We are from the local that provides these three letters, and they have become a haunt to us, and we would like to see the National Education Association come out against Superintendent *Ted Bell* and his programs entitled "MBO" and officially endorse the active prevention of the MBOs, and so I encourage a vote in favor of New Business Item 44.

President Ryor: We have had two for and no against. I will place the motion. All those in favor ... opposed ... the motion carries.

New Business Item 45 is out of order for the same constitutional reasons that I stated earlier. Those powers have been specifically delegated to the Review Board and to the Board of Directors under Article VII, Section 4, page 104 of your booklet.

New Business Item 46. Microphone 5, *Joan Vaughn Walker*, Michigan.

Joan Vaughn Walker (Michigan): Mr. President, *Joan Vaughn Walker*, Michigan. With my state caucus support, I wish to move for the adoption of New Business Item 46, with a few editorial changes.

President Ryor: Would you state the editorial changes and then have the seconder second the motion, please.

Ms. Walker: All right. Delete "one for every 75 students," and state instead, "one for as many students allowed for an effective program in accordance with local, state, and national requirements." And I have a seconder at Microphone 23.

President Ryor: Microphone 23.

... Motion was seconded by *Veronica May* of Indiana.

President Ryor: Thank you. I am going to rule that the editorial change is acceptable, and we will consider the motion as suggested by *Ms. Vaughn Walker*.

Ms. Walker: I wish to concede my time to speak to *Pat Brown* of Indiana who will speak in support of the motion. Microphone 23.

Unidentified Delegate: She is at Microphone 11.

President Ryor: Microphone 11 please, *Pat Brown*.

Pat Brown (Indiana): *Pat Brown*, Indiana, speaking for the NEA Black Caucus in support of New Business Item 46. *President Ryor* and delegates, we urge your support for New Business Item 46.

We are concerned about the ever-increasing number of students who are reading below grade level in the classrooms across this nation. As educators this should concern us all. In too many instances our students reach junior and senior high school without the skills needed to read and comprehend their subject matter.

The onus of responsibility is always placed upon us as educators. In order for us to accept that responsibility, it is necessary for us to have the appropriate training to meet the reading needs of our students at all levels. We must do more than just express intent for alleviating this problem. We of the United Teaching Profession must take action. We urge your support of New Business Item 46.

President Ryor: Microphone 3, *C. B. Wright* from California, point of parliamentary inquiry.

C. B. Wright (California): *Mr. President*, *C. B. Wright* from California. I have a real problem, and I am hoping you will be able to tell me what to do between now and the next RA.

There is a procedures handbook that, I feel, contains items that either exceed the Constitution in certain areas or enlarge upon our Constitution and Bylaws, and I understand that a constitutional amendment can be submitted for the next RA, and that has already been done.

My problem is this: Between now and the next RA, where do I go, where do Representative Assembly delegates go to address this problem and have it clarified?

President Ryor: Well, if I knew specifically the problem you are talking about—I trust you are referring to those items on the Board of Review that I ruled out of order because the Constitution specifically gives those responsibilities to other governing bodies.

Mr. Wright: Which governing body should we go to?

President Ryor: You should go to the Board of Directors.

Mr. Wright: Okay, thank you.

President Ryor: Microphone 3, *Mr. Abernethy*.

Rufus Abernethy (Maryland): *Rufus Abernethy* from Maryland. *Mr. Chairman*, I move to amend Item 46 by deleting lines 6 and 7. I have a seconder at Microphone 14.

President Ryor: All right. Microphone 14.

... Motion was seconded by *Kathleen Ford* of Maryland.

Mr. Abernethy: *Mr. Chairman*, the state of Maryland supports this New Business Item as it would be amended. The original main motion without the editorial changes was restrictive. But in Maryland we have great difficulty in accepting mandatory requirements above and beyond certification requirements.

We feel this places an unfair burden on teachers who have a responsibility to meet their basic requirements to hold their jobs. Therefore, we would strongly urge the Assembly to support the amendment, to delete that section that would require all teachers to take additional reading instruction.

President Ryor: Microphone 3, *Tay McArthur*.

Tay McArthur (California): *Tay McArthur*, Oakland, California, speaking as an individual. And I put it in under parliamentary inquiry. We can, as a body, say that everyone shall have already or shall have negotiated into their contract these provisions for remedial reading, and I am asking the Chair to direct this to the contact person, *Joan Vaughn Walker*—is that Minnesota?

President Ryor: Michigan.

Mr. McArthur: Excuse me, I was that close and I got lost on it. I am sure that the intention is that all collective bargaining units negotiate to include it in their contract, not that they shall include it in their contract. And there is a very definite distinction between the two.

President Ryor: Yes, there is.

Mr. McArthur: Maybe this necessitates a direction from the Chair or possibly an editorial change rather than an amendment.

President Ryor: Just in a very pragmatic sense, it is going to be necessary to interpret it in the latter way that you have suggested.

Mr. McArthur: So you'd let it sit that way rather than make an editorial modification?

President Ryor: I'd be happy to accept the editorial change of it. *Joan Vaughn Walker*, is she here? Microphone 5.

Joan Vaughn Walker (Michigan): I wish to speak to the amendment.

President Ryor: There is just one question, Joan.

Ms. Walker: I didn't hear the question.

President Ryor: Would you restate the question?

Mr. McArthur: As an editorial modification, would you accept the insertion of "negotiate to include in their contracts" rather than "all collective bargaining units include in their contract"? The distinction is very good.

Ms. Walker: Yes, I would accept that.

President Ryor: Without objection, we will accept that editorial change.

Ms. Walker: I would like to speak to the amendment.

President Ryor: You will have to get in line.

Ms. Walker: Okay. I am in line.

President Ryor: Microphone 25, *Dorothy Larimer*, Texas, to speak against the amendment.

Dorothy Larimer (Texas): *Dorothy Larimer*, Texas, speaking as an individual. I want to speak against this motion. It would not require all teachers to have reading instruction; it says that the classroom teachers shall be given reading teaching instruction—not that it will be required.

As a member of a "right-to-read" task force, the task force has recognized the need for all classroom teachers to be able to teach reading.

President Ryor: Look, I know this gets weary, and I get weary doing it. But the noise level is impossible. Now, please will you have some consideration for all of the people who have an interest in the business and who are speaking for or against a particular question. It will facilitate the movement of the business, too, I believe. (Applause)

Microphone 1, *Wally Orr* of Florida.

Wally Orr (Florida): Thank you, Mr. President. I have a point of information, please. It seems to me that you are ruling out of order all New Business Items that deal with the procedures of the Review Board.

President Ryor: That is correct.

Mr. Orr: My question is, then, How to do we deal with the question of guaranteeing that every member in this Association will have some rights that give them due process?

President Ryor: How do you guarantee that every member of the Association will have rights to due process?

Mr. Orr: Yes, sir. We have some questions about some of the things in this document that we think ought to be changed.

President Ryor: Well, I'd like to suggest one of two routes. When the Board of Review submits its guidelines for operation to the Board of Directors, the Board concurs or rejects them and sends them back to the Board of Review for the purpose of reexamining and resubmitting them.

Now that is one route you can take. The guidelines have been established for this year and adopted by the Board. The other is this: If you think that is not responsive to whatever you perceive the needs to be in regard to equity for all members, then proceed with the constitutional amendment.

Mr. Orr: Thank you very much.

President Ryor: Okay. Microphone 22, *Russell Leidy*, New Jersey.

Russell Leidy (New Jersey): *Russell Leidy*, speaking in favor of the motion. Many of us fight very hard to stop school boards from making us do things, and this organization is supposed to help us do that. Now what we are saying is that the board is to make us go back to school.

I am in favor of the whole motion because it would be nice if everyone could teach reading. But if you made me learn it, I might be in trouble. I think that there are people who can teach it and there are people who can't. I think this is a bad motion because it gives us a weapon to use against the teachers.

President Ryor: Microphone 5, *Jack Stone*, Michigan, point of parliamentary inquiry.

Jack Stone (Michigan): Yes, Mr. President. As I hear the debate, I do not mind difference of

intent between the original motion and the amendment, if, in fact, the original motion has no intent to force instruction. Can we get a ruling from the Chair?

President Ryor: I am going to rule that they are different.

Mr. Stone: That they are different.

President Ryor: *Mr. Abernethy's* motion would, in effect, say one teacher for every student in need of remedial reading. Now the editorial change suggested earlier by *Ms. Walker* said one for as many students as allowed for an effective program in accordance with local, state, and national requirements. Now that obviously could be anywhere from 1 to 30. *Mr. Abernethy's* change is far more restrictive, and hence I ruled it in order.

Microphone 3, *Gerald Turnoy*, California.

Gerald Turnoy (California): *Gerald Turnoy*, San Jose Teachers Association, but speaking as an individual. As a high school English teacher for 17 years, I am familiar with the generalization that every teacher is a teacher of reading.

However, having taken the two available courses in remedial and developmental reading offered at San Jose State University of San Jose, I still feel there are people better qualified to be reading specialists. I don't recall what the International Reading Association says on this, but I do believe that people who are specialists should have the opportunity to practice their particular specialty. Thank you.

President Ryor: We have had two for and two against the amendment proposed by *Mr. Abernethy*. It is to substitute in the motion "one teacher for each one student in need of remedial reading." I will place it before you. All those in favor . . . opposed . . . the amendment loses.

We are back to the main motion as edited. Microphone 10, *James Barlow*, Arizona, a point of information.

James Barlow (Arizona): Mr. Chairman, *Jim Barlow* of Arizona. What happened to the amendment to delete lines 6 and 7?

President Ryor: I accepted that editorially. It was an amendment. She was proposing it.

Mr. Barlow: Thank you, sir.

President Ryor: You are welcome. With the last two lines of the first paragraph deleted, and starting after the comma in the fifth line, the motion before us now reads "one for as many students as allowed for an effective program in accordance with local, state, and national requirements."

Microphone 6, *Michael Woodring*, Pennsylvania.

Michael Woodring (Pennsylvania): *President Ryor*, *Mike Woodring*, Pennsylvania, speaking as an individual. I move to refer Item 46 to an appropriate body for study and action. I have a second at this microphone, *Ed Smith*, Pennsylvania.

President Ryor: All right, the second.

Motion was seconded by *Ed Smith* of Pennsylvania.

President Ryor: Thank you. The motion is to refer New Business Item 46 to the appropriate committee for study and recommendation. Microphone 6.

Mr. Woodring: Very simply, *President Ryor*, we have resolutions and policies regarding the issues of the right to education and negotiations, and referring this item to committee would allow it to be best fit into existing positions.

President Ryor: *Rufus Abernethy*, state of Maryland.

Rufus Abernethy (Maryland): I have a peculiar problem. I will talk about it with you. First, the amendment as it was printed was not correctly read. I think the body was misinformed as it wasn't read in total; it was read in parts. I wonder if I might have the privilege of reading it as it was supposed to have been.

President Ryor: Would you tell us what you think was stated incorrectly?

Mr. Abernethy: Line 5, after the word "teachers," delete "one for every 75," and then the word "student" was to be—student, all right then—it would read this way: "provisions for remedial reading teachers with students in need of remedial reading." period. Delete lines 6 and 7 altogether.

President Ryor: All right. Now I thought that is what I implied when he placed the change before this body. Having heard that, I am going to hold the vote again on the amendment *Mr. Abernethy* proposed. You have just heard it. All those in favor . . . opposed . . . the motion fails.

Mr. Abernethy: Thank you very much.

President Ryor: You are welcome. All those in favor please stand . . . opposed please stand . . . it still fails. Thank you.

We are now to the motion to refer New Business Item 46. Microphone 5, point of information, *Joan Walker*.

Joan Vaughn Walker (Michigan): Point of order. I'd like to concede the microphone to *Ralph Bartelt*.

President Ryor: Ralph.

Ralph Bartelt (Michigan): *Chairman Ryor*, just some information on Item 46. One amendment was made to delete the last two lines of the first paragraph about classroom teachers?

President Ryor: That is correct.

Mr. Bartelt: Was this the amendment that was accepted?

President Ryor: No, sir.

Mr. Bartelt: As accepted, is this first paragraph complete that teachers shall be given reading teaching instruction—not that they become reading teachers, but that they be given instruction?

President Ryor: Let me tell you what I accepted as the original motion, all right? I accepted the comments and corrections that *Ms. Walker* made when she originally moved it, and that was the deletion of lines 7 and 8, that last sentence.

Ms. Walker: I did not accept that, Mr. President. What I asked you to do was to accept the editorial change to delete "one for every 75 students."

President Ryor: I think we have it straightened out.

Ms. Walker: Okay, fine.

President Ryor: The item reads as follows: In the fifth line, strike the phrase "one for every 75 students," and in its place, insert "one for as many students as allowed for an effective program in accordance with local, state, and national requirements," and the last sentence remains.

Ms. Walker: Right.

President Ryor: That is the issue that is being referred. Now, the motion is to refer all of that to the appropriate committee for study and further recommendation. I will entertain arguments on the motion to refer. Microphone 23, *Veronica May*, Indiana.

Veronica May (Indiana): *Veronica May* again, *President Ryor*. You said "refer." I do not wish to refer. I'd like it to be voted down or voted up.

President Ryor: You are against the motion to refer?

Ms. May: Yes.

President Ryor: Okay. There are no other speakers to the issue. The motion before us is to refer to the appropriate committee for study and further recommendation. All those in favor . . . opposed.

We will have a division. All those in favor please stand . . . opposed please stand . . . the motion carries.

New Business Item 47. Microphone 6, *Pat Abney*, Alaska.

Patricia Abney (Alaska): *Pat Abney*, Alaska, speaking for the delegation. I'd like to move New Business Item 47. I have a second and I would like to speak.

Motion was seconded by *Donald Hill* of Minnesota.

President Ryor: Pat.

Ms. Abney: I would like to yield to *Connie Griffith* to speak to it please.

President Ryor: All right, *Connie*.

Constance Griffith (Alaska): *Connie Griffith*, Alaska, speaking for the delegation. And before I begin my support of Item 47, I would like to give the Alaskan definition of two terms that we have used and that in some regions of this country have colloquial meanings that may lead to misinterpretation of our intent.

In the frozen north we define "confinement" as "locked up," "imprisoned." We use the term "in trouble" in the general sense of having difficulties, as, for example, with authorities or with the law.

NEA is dedicated to promoting the welfare of children and to educating them for productive citizenship. And yet unknown to many people, two-thirds of the 1 million children arrested each year have committed no crime for which an adult would be punished. Too many of these children are detained without benefit of attention to their needs.

If they have run away from abusive homes or from failure and an overcrowded classroom, they may be locked in a jail cell, beaten, even drugged. NEA has concern for this problem as evidenced by a resolution such as Continuing Resolution B-8, and by Proposed Resolution 76-25.

We ask this great body to go further through established committees of the NEA and, using data already compiled, to inform us through established publications of the NEA as to the shocking extent throughout our nation of child incarceration where no crime is involved.

And while 61,000 qualified teachers have been released from their jobs at the same time that thousands of young people are locked up, at a cost to the American taxpayer of \$5,000 per year per child as a national average, we ask these NEA committees to direct us in ways to deal with the problem in our own areas.

President Ryor: Your time is up.

Ms. Griffith: Thank you. We ask your support.

President Ryor: Microphone 16, *Ada Williams*, Texas.

Ada Williams (Texas): Mr. President, *Ada Williams*, Texas. I move to refer this Item 47 to the Human Relations Committee. And I have a second at Microphone 16.

... Motion was seconded by *Grace Grimes* of Texas.

President Ryor: All right. The motion is to refer to the Human Relations Committee. By and large the intent of the original motion does that. But I will entertain the motion. The motion is to refer to the Human Relations Committee. *Ada*, would you like to state your case?

Ms. Williams: Mr. President, all of the items that we have in Item 47, I feel, should be referred to the Human Relations Committee. And if there are items that are not in the Human Relations Committee function, they will be referred to the appropriate committee. Thank you.

President Ryor: Thank you. The motion is to refer to the Human Relations Committee. Microphone 3, *Steve Edwards*.

Steve Edwards (California): Thank you, *President Ryor*. I wish to speak against the referral. The California caucus took a support position on New Business Item 47, and I am speaking against the referral because it would refer New Business Item 47 to the Human Relations Committee, and that is where it is going anyway.

Now what is contained in New Business Item 47 is vitally needed, and it is going to end up there, and they will have their full input and full effect on it. But this representative body needs to take action on Item 47. Please let us not refer it; let's do something very positive with the original motion. It will end up with the Human Relations Committee anyway. So I speak against referral. (Applause)

President Ryor: Microphone 5, *Steve Manor* of Michigan, point of information.

Steve Manor (Michigan): *Steve Manor* from Michigan. I have a question: Does the referral imply that the Human Relations Committee would take action where appropriate, or does it simply mean that they are going to look at those concerns and that is it?

President Ryor: Well, it seems to me the item states in the very last sentence that they shall provide the appropriate governance body's recommendations for action and dissemination of information.

Mr. Manor: So if it is referred, they would be taking whatever appropriate action they could?

President Ryor: Well, if it is referred, they'd have to consider whether they did that. I think that is *Mr. Edwards'* point. If the body deals with the motion, if it rejects the referral and supports this, it would go to the Human Relations Committee as a mandate to consider.

Mr. Manor: Thank you.

President Ryor: Microphone 7, *Terry Stimson*, Alaska.

Terry Stimson (Alaska): *Terry Stimson*, Alaska, speaking as an individual. There are times when it is appropriate for this body to refer certain New Business Items to committee. This doesn't happen to be one of those items.

We have an obligation to provide our committees with some direction. This New Business Item provides some very specific direction for the Human Relations Committee and other related committees. I encourage you to vote against the motion to refer. Thank you.

President Ryor: Microphone 13, *Larry Goodman*, North Dakota.

Larry Goodman (North Dakota): Mr. Chairman, *Larry Goodman*, North Dakota, speaking as an individual. I'd like to urge the delegates to refer this to committee because this will allow the committee to analyze the kinds of things that are written in items 1 through 7.

And there seems to be a little bit of a question in the wording as to whether they will be able to pull together the kind of information that surveys, that assesses, and so on. But by referring it to committee, the committee can look at these items and judge the feasibility of actually putting this into action. Thank you.

President Ryor: We have two for and two against. The motion is to refer New Business Item

47 to the Human Relations Committee. I will place the motion. All those in favor . . . opposed . . . the motion to refer fails.

We are back to New Business Item 47. Microphone 3, Steve Edwards of California.

Steve Edwards (California): Thank you, Mr. President. I am speaking in favor of New Business Item 47. Again, I repeat that the California caucus this morning took a support position.

What we are dealing with, I think, is something that we can't argue with. We have seven points here. We are trying to do something for kids. So very, very often we as teachers are hit with a question: When are you going to do something for kids? And I think this is what we are attempting to do.

Those youngsters deserve decent treatment, irrespective of their behavior or the reasons for that behavior. This is simply a humanitarian effort. (Applause)

This is simply a humanitarian effort to try to do something for that large, victimized, and voiceless body of students. And if we don't stand up for them, they are not going to be able to do that for themselves. They are going to go unattended when they really need the kind of professional attention that we cannot give them in the classroom when we are trying to teach them fundamentals. Thank you, Mr. President. (Applause)

President Ryor: Thank you. All the other speeches are for. We have no one speaking against. I will place the motion. All those in favor . . . opposed . . . Item 47 passes.

New Business Item 48. Microphone 6, Nancy George, state of Iowa.

Nancy George (Iowa): Thank you, President Ryor. I move New Business Item Number 48. And I have a seconder at Microphone 11.

President Ryor: All right. Microphone 11. Microphone 25.

... Motion was seconded by Ernest Horn of Indiana.

President Ryor: Thank you. Back to Microphone 6, Nancy.

Ms. George: I would like to yield my time to Steve Edwards at Microphone 3 please.

President Ryor: Microphone 3, Steve Edwards.

Steve Edwards (California): Thank you, Mr. President. Regarding New Business Item 48, we are talking about institutions of higher learning. In California we have more than a hundred community colleges. We have an extensive college and university chain in the four-year institution category. We know in our own enlightened self-interest, organizationally speaking, that the first order of business is membership recruitment; the second order of business is membership maintenance.

Where do we look to see where the most help is needed and where the greatest growth potential exists? It is in higher education. Now we know that the AFT is targeting in higher education in California; that is not news to you—they are doing the same thing to you in your state. We have had some success in higher education organization in California, especially in this year of implementation of collective bargaining.

There is a tremendous commitment to organizing higher education in California on the part of both the national Association and our state association, and we thank the NEA for that. There is a great need for NEA support in higher education—not just in our state, but in all of the states.

So for these reasons and others, which I won't enumerate at this time, the California people, through me, in conjunction with others, encourage this RA to take a support stand on New Business Item 48.

President Ryor: Your time is up, Steve. (Applause)

Microphone 12, Ellen Datcher, District of Columbia.

Ellen Datcher (District of Columbia): President Ryor, it was my intention to move to refer this, but my concern that this is not a new program but a continuing one has been answered, and I understand that there is an amendment to be proposed to make that clear to the audience, so I withdraw my request.

President Ryor: Thank you. Microphone 11, Bill Bell of Connecticut, a point of information.

Bill Bell (Connecticut): Mr. Chairman, am I correct when I say that this item is taken care of in the budget under Objective 1.2 and that it isn't necessary?

President Ryor: Well, I think the answer lies in the scope of the program. We do have a program built into the budget for organizing higher education, but whether or not it meets whatever the description is that is contained in this paragraph is a matter of interpretation, and probably the interpretation of the people who wrote it.

I'd have to ask the maker of the motion, Nancy George, if they felt that the budgetary proposal did this. Nancy, Microphone 6.

Ms. George: Nancy George, Iowa. The intent of our motion is to reaffirm the Association's stands on organizing in higher education and to suggest that perhaps there should be some reorganization of the types of programs that are prepared and presented in that area.

President Ryor: I don't know whether that answers your question or not, Bill. Microphone 14, Paul duVair, Wisconsin.

Paul duVair (Wisconsin): Paul duVair, Wisconsin, speaking as an individual. I move to amend by adding the words "continue to" in the first line between the words "shall" and "be," so that line would read, "Higher education shall continue to be a major priority for membership." I have a second, *Erick Sargent* of New Hampshire, at Microphone 9.

President Ryor: All right, rather than go through an amending process, let me try something else here. Would the maker and the seconder of the motion object to the inclusion of those words? Nancy, Microphone 6.

Ms. George: President Ryor, Nancy George, Iowa. Yes, we should accept that change.

President Ryor: All right. Now if there is no objection from the body, we will just make the editorial change to add the words "continue to" between "shall" and "be" in the first line, and continue debate on New Business Item 48 with that in mind. Microphone 23, *Ernie Horn*, Indiana, speaking for.

Ernest Horn (Indiana): Thank you, *President Ryor*. Speaking for the Indiana delegation, I wish to state that the Indiana delegation voted unanimously this morning to support New Business Item 48. Indiana has been a strong supporter of higher education and continues to support higher education.

Our ISTA Board of Directors and our state representative assembly have been consistently involved in higher education in our state. For example, in 1972 we set up a reorganization structure that included higher education, and this year we will hire our first higher education professional staff.

We think we are headed in the right direction. We feel it imperative that this body, the NEA, have some control and have some input in terms of the whole teacher education profession, and this includes the area of higher education. We think that this is a tremendous way in which to advertise, in which to get our new recruitment program going for 650,000 members in higher education.

Based upon our unanimous approval of this in the Indiana delegation this morning, we urge your support of Item 48.

President Ryor: Thank you. Microphone 6, *Joseph D'Andrea*, Pennsylvania.

Joseph D'Andrea (Pennsylvania): *Joseph D'Andrea*, president of the Pennsylvania delegation. The Pennsylvania caucus this morning opposed Item 48. We didn't intend to be divisive. The point is that UTP is serving too many people, and the question of basic members is, When will the time come when they enjoy the same benefits, the working conditions, the salaries, and the status enjoyed by higher education members?

I think it is a matter of major priorities in organizing them, and it means that other programs of the NEA will not go to basic education members.

President Ryor: We have two for and no more against. I will place New Business Item 48. All those in favor . . . opposed . . . the motion carries.

Microphone 1, *Sandra Kiley*, Massachusetts, point of information.

Sandra Kiley (Massachusetts): On New Business Items that have to be referred, who makes the decision as to which committee they are referred to when it is not stated in the motion?

President Ryor: I will make the decision. It will be referred to the Executive Committee.

Ms. Kiley: Thank you. Is it possible, on these motions to refer New Business Items, to have the committee stated at that time?

President Ryor: Well, I tend to have them referred to the Executive Committee. Secondly, until I have had time to sit down and look at the motions, referring them out of hand to one particular committee or another might be futile, might be nonproductive. So rather than making the decision about the specific committee, the reference would be to the Executive Committee, and then from that point we will refer it to the appropriate place.

Ms. Kiley: I have a particular interest in New Business Item 46. I was wondering if I could ask you before the end of the convention, if I could have a decision before I left Miami?

President Ryor: Do you have a preference?

Ms. Kiley: No, just as to where.

President Ryor: Thank you. All right. New Business Item 49. Microphone 6, *Nancy George*, Iowa.

Nancy George (Iowa): President Ryor, Nancy George, Iowa. The Iowa delegation would like to withdraw New Business Item 49.

President Ryor: God bless you, one and all! If there is no objection, we will withdraw New Business Item 49. Hearing no objection, New Business Item 50.

Ms. George: Thank you.

President Ryor: Microphone 4, Bill Newton of Minnesota.

William Newton (Minnesota): Mr. President, Bill Newton, Minnesota, speaking as an individual, with the support of the Minnesota delegation. I would like to move adoption of New Business Item 50, with one minor revision. Insert "NEA" between the words "current" and "regional" in the second line, and drop the last word of that line, "council." I have a second at Microphone 2 from Michigan.

President Ryor: All right. Microphone 2.

... Motion was seconded by Robert Zaetta of Michigan.

President Ryor: Thank you. Microphone 4, Bill.

Mr. Newton: Ladies and gentlemen, throughout the week, we have been paying lip service to really getting at the area of bargaining in all the states across this nation. The Nixon Court has relegated the feasibility of a federal public employee bargaining law to the level of impossible.

The kinds of bargaining rights currently enjoyed by some of our states are so diverse, as is the number of them that exist. The absence of bargaining rights is still predominant in many states, and teachers' expertise at the bargaining table is absolutely essential to ensure the quality of negotiated settlements throughout this nation.

Comprehensive training is one way to begin the process of gaining the expertise necessary to face our adversaries across the table. Be it therefore resolved that we adopt this New Business Item and get off the dime and keep in mind that we cannot fertilize 40 acres of land with flatulence.

President Ryor: We have nobody against fertilizing 40 acres. I will place the notion. All those in favor ... opposed.

I will try once more. All those in favor ... opposed ... the motion carries.

A division of the house has been called for. All those in favor please stand ... opposed please stand ... I rule that the item passed.

New Business Item 51. Microphone 14, Susan Bauman, Wisconsin.

Susan Bauman (Wisconsin): Susan Bauman, Wisconsin, speaking as an individual. I wish to move New Business Item Number 51. I have a second at this microphone, Jack Chvala—it is spelled incorrectly there. I'd like to speak to this motion also.

... Motion was seconded by Jack Chvala of Michigan.

President Ryor: Microphone 14.

Ms. Bauman: I will yield my time to Paul duVair, NEA director from Wisconsin.

Paul duVair (Wisconsin): Thank you, Mr. President. Paul duVair, speaking as an individual. New Business Item 51, which has been endorsed by the Wisconsin delegation, is exactly as it appears on its surface. It is a matter of dialogue between the two teacher organizations that we know in the past have come to clash and conflict with each other in judicious endeavors as well as in legislative programs.

It is not intended at all to be a veiled merger movement or any kind of action like that. We believe that if the NEA is as strong as it purports itself to be, and I do believe that it is—we believe that the NEA, because it is a powerful organization, should extend a hand and open the dialogue.

And I would submit to the Assembly that it is only the weak who lock themselves behind doors and don't speak.

President Ryor: All right. Microphone 9, Carl Hedstrom, state of New York.

Carl Hedstrom (New York): Thank you very much, Mr. President. My name is Carl Hedstrom, NEA director from New York, speaking as an individual. And I seek to offer an amendment by substitution. May I do so?

President Ryor: State your motion.

Mr. Hedstrom: I move that the NEA reaffirm its position to remain willing at all times to work cooperatively with any organization for the benefit of teachers and children. I have a second here at Microphone 9.

President Ryor: All right.

Mr. Hedstrom: Then I would like to speak to it if I may.

President Ryor: Yes.

... Motion was seconded by *Ed Robisch* of New York.

President Ryor: Thank you. Microphone 9, Carl.

Mr. Hedstrom: Mr. President, the way New Business Item 51 is presented, I believe, amounts to a directive to the leaders of our organization to continue discussions with the AFT. I think that what this Assembly must bear in mind is that the leaders of the AFT are the leaders of the rival organization in the state of New York. We have a great deal of concern about a continuing series of talks between the leaders of the NEA and the leaders of our rival organization in the state of New York.

And I offer this substitute not to close off any possibility of discussions with the leaders of the AFT, because I do feel that it is important to leave the door open so that when the AFT leaders get ready to run the white flag up on the flagpole, we have a mechanism by which we can sit down and talk with them.

President Ryor: Microphone 14, *Arthur Fox*, Kentucky, a point of order.

Arthur Fox (Kentucky): *Arthur Fox*, state of Kentucky. I believe this morning, or sometime, we passed New Business Item B. I believe this is out of order, sir.

President Ryor: I don't believe it is. That item dealt with merger; the nature of this item is a directive to work cooperatively with. I think they are distinctive functions. Therefore, I rule it in order. Microphone 14.

Mr. Fox: That is your prerogative, sir. Thank you.

President Ryor: Yep, that is true. Microphone 11, *Kathryn Stilwell*, New Jersey.

Kathryn Stilwell (New Jersey): Thank you, *President Ryor*. You have really just answered my question. I did feel that we have taken care of this a couple of times already and that our position is rather firmly established. But I accept your ruling, Mr. President.

President Ryor: Thank you. Microphone 14, *Barbara Munozan*, Georgia, against.

Barbara Muntean (Georgia): Thank you. As I said to *President Harris* last year, it is Muntean. But that is all right. Ladies and gentlemen, I am in opposition to the amendment because I am in opposition to Item 51.

As far as I am concerned, it is the same old gal in a new dress. (Applause) Now, she doesn't even look good with a new hairdo. But if she still wants to be "Shanker's sweetheart," that is her problem—because I don't want to talk to the AFT, and I don't think any of the rest of you really want to talk with the AFT. (Applause)

The only solution to this problem is one membership. NEA has plenty of membership forms. If they want to come in, give them a membership form and let them come in. But let's cut out this nonsense. We welcomed New York back into the fold, and now we are about to kick the delegation in the teeth. And I am astounded, ladies and gentlemen. Let's not do this. How many ways do we have to say No, we won't go? Thank you. (Applause)

President Ryor: Microphone 16, *Gordon Harmon*, Texas, point of order.

Gordon Harmon (Texas): Mr. Chairman, I am concerned that I had requested a point of order 45 minutes ago. And I thought this was priority, but I will now ask my question. This is *Gordon Harmon* of Texas, speaking as an individual.

Will the language used in your telegram as requested in New Business Item 37 speak for all delegates of this 1976 Representative Assembly?

President Ryor: That is what it says.

Mr. Harmon: Then my concern here is that the Chair should not take liberty to speak for the Representative Assembly without its permission, which you have not gained.

President Ryor: Well, I believe I stated at the time that I would intend to send such a telegram unless there was objection.

Mr. Harmon: And I have been trying to object ever since, and you have the papers up there.

President Ryor: I will place the motion on Item 37. We will set aside for a moment the amendment proposed by *Mr. Hedstrom* to New Business Item 51. We will go back to Item 37, which is New Jersey's request that a telegram be sent from NEA's president speaking on behalf of the delegates of the NEA Representative Assembly. You have it in front of you. All those in favor ... opposed ... the motion is carried.

Mr. Harmon: Thank you.

President Ryor: You are welcome. Back to *Mr. Hedstrom's* amendment, please. Microphone 15, *C. J. Duckworth*, Mississippi, a point of information.

C. J. Duckworth (Mississippi): Mr. President, on the amendment, a point of information, please.

President Ryor: All right.

Mr. Duckworth: In the event that the amendment passes, does this also mean that state organizations will also proceed to deal with AFT locals?

President Ryor: No.

Mr. Duckworth: Thank you very much.

President Ryor: You have the substitute amendment proposed by *Mr. Hedstrom*, suggesting that the NEA reaffirm its position to remain willing at all times to work cooperatively with any organization for the benefit of teachers and children. That is the amendment by substitution. Microphone 23, *Bill Solchenberger*, Wisconsin.

William Solchenberger (Wisconsin): *William Solchenberger* of Wisconsin, speaking as an individual. I am going home to collect all my lawsuits after this. We just went through a two-week strike. I have been 20 years a teacher and leader—we need dialogue with other unions, other organizations, AFT, in the time of regressive courts, in the time of regressive school boards, in the time when the teachers are probably being persecuted more than they have ever been persecuted in their lives.

President Ryor: You have a question for the seconder. What is the question?

Mr. Solchenberger: I would like the information from *Jack Chvala*, the seconder, as to why he seconded the original motion. I believe he is at Microphone 14.

President Ryor: Microphone 14, *Jack*.

Jack Chvala (Wisconsin): Thank you very much. I am past president of the Madison teachers. I am going home to collect all my lawsuits after this. We just went through a two-week strike. I have been 20 years a teacher and leader—we need dialogue with other unions, other organizations, AFT, in the time of regressive courts, in the time of regressive school boards, in the time when the teachers are probably being persecuted more than they have ever been persecuted in their lives.

I think it is important to us all, the teachers at our level, where we must deal—we have doctor organizations, we have attorney groups, we have many people who want to deal with us. I am in the capital city. I have the opportunity to lobby with the people at the capital. And we meet many different people, and to be able to carry on this dialogue—I see it as very important that we go to many caucuses, that we get legislation passed that helps us.

I'd like to see this sort of dialogue also carried on at a national level for the people whom I think are being persecuted very much, the average teachers.

President Ryor: *Dwain Pedersen*, Microphone 8, parliamentary inquiry.

Dwain Pedersen (Nebraska): I call for the question.

President Ryor: You can't do that on a point of parliamentary inquiry, sir. Microphone 9, *Carl Hedstrom*, New York, point of order.

Carl Hedstrom (New York): Mr. President, it was not a point of order that I had. What I would like to do would be to attempt to clarify the intent of the amendment that I offered, because it has become apparent to me from the discussion that we have had that it was not well understood. And I apologize to the Assembly for not presenting it to them—

President Ryor: Would you state this briefly.

Mr. Hedstrom: The intent of the amendment is to eliminate the requirement that appears in Item 51 that NEA leaders continue to talk with AFT leaders.

I am asking the Assembly not to require the leadership of the NEA to continue those talks. I'd like to surrender the rest of my time to our co-chairperson in the state of New York, *Ed Robisch*.

President Ryor: Ed.

Ed Robisch (New York): Thank you, Mr. President. I am very much concerned about the misinterpretation from the discussion here. I think that the NEA is willing to talk to any organization at any time. But as New Business Item 51 was originally presented, it mandated that NEA leadership talk with the AFT.

Now, I don't want to see that happen, but I want to see the NEA carry on dialogue with all organizations. I don't want to see it mandated with the AFT. That is the reason for the substitute, Mr. President. (Applause)

President Ryor: Microphone 14, *John Chvala*, Wisconsin, point of information. Let's move to the next item. Microphone 1, *Daisy Moody*, Virginia, point of information.

Daisy Moody (Virginia): Would *Carl Hedstrom's* amendment not put us back in harmony with New Business Item A that we have already adopted?

President Ryor: I don't see that it is in conflict with Item A in any way.

Ms. Moody: You don't see it as being in conflict with Item A, but don't we essentially say in New Business Item A that when the president wants to, or feels that it is expedient to talk with people, that would make it sort of harmonious with Item A?

President Ryor: You see, one deals with the question of merger between two organizations, and the other deals with cooperative efforts that are not internal organizational structures but are external efforts in legislation and so on. And I think the intention to New Business Item 51 was to direct us to explore those relationships with the AFT. The amendment to Item 51 recommended by *Mr. Hedstrom* is, in effect, directing us not to explore those relationships just with the AFT, but rather to remain willing to explore them with anyone who is interested in children and teachers.

Ms. Moody: I see. Thank you very much.

President Ryor: We have had two for and one against. I am going to place *Mr. Hedstrom's* amendment. It is to amend by substitution that the NEA reaffirm its position to remain willing at all times to work cooperatively with any organization for the benefit of teachers and children. All those in favor . . . opposed . . . *the amendment to substitute carries.*

We have had a great deal of debate on the substitution motion. Now we will vote on the motion as substituted. You have heard the substance of *Mr. Hedstrom's* motion. All those in favor . . . opposed . . . *the motion carries.*

Microphone 14, *Carolyn Barbree*, Ohio, on New Business Item 52.

Carolyn Barbree (Ohio): Carolyn Barbree. I wish to move New Business Item 52. I have a second.

. . . Motion was seconded by *Dorothy Hansen* of Idaho.

President Ryor: Back to Microphone 14, *Carolyn*.

Ms. Barbree: I wish to move that the NEA urge the next President of the United States to support the Mobile Teacher Act and include appropriate remarks regarding such legislation in the next President's first State of the Union address.

President Ryor: Okay. Might I suggest again in order to expedite business that this New Business Item is entirely consistent with our positions on legislation and on the portability of teacher retirement funds. I am sorry, we will proceed with the discussion. I thought it was talking about retirement legislation. There's been a call for a division on the last vote on New Business Item 51 as substituted.

If you will turn the house lights on. All those in favor please stand . . . opposed please stand . . . *the motion carries.*

Now we are back to New Business Item 52 as proposed. *Carolyn*, did you have something else to say in regard to New Business Item 52, or were you finished?

Ms. Barbree: I would appreciate everyone's voting Yes on Item 52.

President Ryor: All right. Microphone 15, *Rick Allen*, West Virginia.

Rick Allen (West Virginia): Rick Allen, speaking as an individual. I support the idea of Item 52. However, it is presumptuous to tell the President how to write his speech. I, therefore, move to amend Item 52 by deleting everything after the word "Act." I have a second.

. . . Motion was seconded by *Roscoe Keeney* of West Virginia.

President Ryor: Thank you. It is in order to amend by deletion of the last part of Item 52, starting with the word "Act" in the second line. Back to Microphone 15, *Rick*.

Mr. Allen: I have nothing further to say.

President Ryor: All right. Microphone 1, *Patricia Butler*, Massachusetts, point of information.

Patricia Butler (Massachusetts): Yes, what is the Mobile Teacher Act? Is it the retirement act regarding moving from state to state? I am not sure. I can't vote on this until I know.

President Ryor: That is a good question. *Carolyn Barbree*, where are you? Microphone 14.

Ms. Barbree: The Mobile Teacher Act is the Act that allows teachers to move from state to state. I have taught for 10 years in Ohio. Before moving to Ohio, I had taught 15 years in Atlanta, Georgia. You know my problem. A lot of people don't realize that they find themselves locked in and can't move around.

As I polled the delegation in the different states, I found that most of the delegates here have been teaching in the same state that they started in from the beginning of their teaching career. I didn't leave Atlanta because I wanted to. I left Atlanta rather than get a divorce—and Women's Lib, this is still a man's world—I had to go with my husband, and I did.

And I got 25 years of teaching; in 5 more years I want to be able to retire. I know this has to

go before the Congress. All I am asking is that we ask the next President to put it in his State of the Union message.

President Ryor: Pat, I appreciate everything you have said. There's still a problem here. I am not aware of any law that prevents teachers moving from state to state. Are you talking about moving your teacher retirement funds from state to state?

Ms Barbree: Yes, I am talking about moving my retirement from one state to the other. (Applause)

You know that is what I found was the problem. People don't understand.

President Ryor: Yes. Microphone 13, *Gerald Handy*, Utah.

Gerald Handy (Utah): *Gerald Handy*, Utah, speaking as an individual and speaking for the amendment. I am in sympathy with the opinions expressed about the Mobile Teacher Act, if I understand it.

President Ryor: Mobile Teacher Retirement Act. I don't want to go that route again.

Mr. Handy: But I am of the opinion, and I believe the maker of the amendment is of the opinion, that if we get the attention of the President, there are some items of greater priority than this particular one that we'd like him to talk about and make a commitment to in that inaugural address.

While I don't think that it is up to us to tell him exactly what we'd like him to say in that address, we certainly are in a position to relate to him the things that we would like him to give his attention to. And there are several in line ahead of that particular Act, even though I consider it important. Thank you.

President Ryor: Thank you. Microphone 3, *C. S. Overstreet*, California.

C. S. Overstreet (California): *C. S. Overstreet*, San Diego, California. I am speaking against the amendment. Included in that, we will have to comment on the main motion, of course.

I have been in San Diego 18 years. I taught eight years back in Tennessee before going to California, and I think some of you are not aware of the situation. When they recruited me from Tennessee to go to California, the recruiters said I'd get six years' credit. The implication was six years' credit on retirement as well as on salary. Actually, it applied only to salary.

Maybe I wasn't quite up to par and should have gotten it in writing. But anyhow, many recruiters do mislead teachers as they entice them from one state to another. I might have changed, but anyhow that was an enticement.

Whether we pass this and include that which the man's amendment is wanting to delete, I am going from here back to Atlanta, and I intend to let *Mr. Carter* know that I want it in his State of the Union message. I am going on to the Democratic convention. One way or the other, *Jimmy Carter* is going to know that we want this in his message.

So I hope that you will support us by voting against this amendment and returning the full motion so that we will ask him to put it in the State of the Union message. Thank you.

President Ryor: Time is up. Microphone 9, *Auguste King*, New York, point of order.

Auguste King (New York): Mr. Chairman, just a point of order. I think the previous speaker did get back to speaking to the amendment, but he spent most of his time addressing the main motion. I wish the speakers would confine their remarks to the motion or the amendment that we are actually considering.

President Ryor: Well, the comments were in order. If he is for the main motion, he is against the amendment. I think his point was that the whole thing ought to be passed and that we ought to oppose the amendment. Microphone 11, *Jeanette Hotchkiss*, Connecticut.

Jeanette Hotchkiss (Connecticut): *President Ryor*, I am rising to speak in support. Now we have already had some speakers. I don't know whether you will want me to go ahead.

President Ryor: You are the second speaker for the amendment.

Ms. Hotchkiss: Okay. I am *Jeanette Hotchkiss*, speaking as an individual, from Connecticut. Connecticut is proud of the Mobile Teacher Act. It originated with a person from Connecticut, *Senator Abraham Ribicoff*, who is one of the NEA Friends of Education and who has been working on this now for several years.

I would urge that the body support this Item 52 as amended.

President Ryor: Microphone 3, *Jim Sullivan*, California, speaking against.

Jim Sullivan (California): When I read statements by presidential candidates and when I read the issues that the papers or the people who are writing the articles feel are important or that the candidate feels are important, oftentimes I notice that education issues are never mentioned. Energy, environment, and defense are mentioned, but very seldom do I see education issues mentioned; very seldom have I seen that mentioned even in *Mr. Carter's* proposals.

What I would like to see by a President in his address, whether it be this particular issue or any other items concerning education—I want to see something about education and what the President proposes to do in his State of the Union message. And I would like this amendment to be defeated because I feel it is important for the teachers in California to know exactly how the President feels.

President Ryor: Thank you. We have had two for and two against. The amendment is to strike the last part of the proposal, starting in the second line with the word "and." Item 52 would then read, "The NEA urge the next President of the United States to support the Mobile Teacher Retirement Act." All those in favor . . . opposed . . . *the amendment fails.*

We are back to the main motion. I am prepared to put the motion before this body. I have a point of information, Microphone 8, *Al Cranston*, Wyoming.

Al Cranston (Wyoming): Thank you, Mr. Chairman. I have a little question of the maker of the motion. I wonder if this really means the next President? The next President may not take office until 1985 if *Mr. Ford* gets the nomination and is re-elected twice. He is still the same President. There is that possibility.

President Ryor: I am going to rule that whichever of the two is nominated and consequently elected will constitute the meaning of this, "the next President of the United States."

Mr. Cranston: That could be 1985.

President Ryor: Thank you. We have had a call for a division on the amendment proposed by *Rick Allen*. All in favor please stand . . . opposed please stand . . . *the amendment loses.*

Now, Microphone 3, *Barbara Hatfield*, Overseas Education Association, speaking for.

Barbara Hatfield (Overseas): *Barbara Hatfield*, Overseas. I am representing the Overseas delegation, speaking for New Business Item 52. In a program such as the Department of Defense schools, the system is such that a teacher between 50 and 55 years of age with as much as 25 years or less experience in the Department of Defense schools may be RIFed on the close of overseas schools.

These teachers would be without a position as there are no alternate positions in the states; we have no schools here and are no longer young enough for seeking new employment—and with Congress as a school board we are, indeed, in a unique position. At any point in time they may vote to move military personnel back to the United States of America and close the Overseas School System.

If our presidential nominee supports the Mobile Teacher Act and if it passes in Congress, it would enable these teachers to have service prior to overseas service counted toward full retirement. And teachers with the DOD system, we urge you to back us and support this amendment.

President Ryor: We are back to New Business Item 52 as printed and without an amendment. I don't know whether I misunderstood you or whether you misunderstood what we were considering here. Microphone 3, please.

Ms. Hatfield: I am sorry, it is the first time I ever talked to this large a group, and I did mean the original business item.

President Ryor: Thank you. Microphone 9, *Art Parks*, New York, speaking against.

Art Parks (New York): Mr. President, I think the RA should vote this down for two reasons. One, the first part of this New Business Item, supporting the Mobile Teacher Act, is something that is not needed because the NEA is on record supporting it. Now, the second reason we should vote this down is that it is mandating that the NEA commence writing the President's State of the Union address.

I think this is a dangerous precedent. I think that the President of the United States, as he gives the State of the Union message, sets up a program that he, not the NEA or any other group, has to be responsible for. For this reason I urge that we vote this New Business Item down. Thank you.

President Ryor: Microphone 24, *Fred Culbreath*, state of Alabama, a point of information.

Fred Culbreath (Alabama): *Fred Culbreath*, state of Alabama, speaking as an individual. I'd like to ask this question. If we as a Delegate Assembly mandate legislative activities in a great number of specific areas, is that not a move toward diluting our efforts of 30 percent national funding?

President Ryor: I am sorry, I don't understand the question. Would you restate it?

Mr. Culbreath: In other words, if we pass a lot of these New Business Items that say that we want legislative action in specific, pointed areas, is this not apt to dilute our efforts toward gaining 30 percent national funding for elementary and secondary education?

President Ryor: No. Microphone 15, *William White*, West Virginia.

William White (West Virginia): *William White*, West Virginia, speaking as an individual. I'd like to move that we divide the question so that we can vote on the first part of the motion, on the intent, separately from the second part about requiring the President to include this in his State of the Union address.

President Ryor: I think we have had, *Mr. White*, a motion to delete the second part. I think the body has expressed its attitude on that item. And in so doing, expressed a desire to have it considered as a whole.

Mr. White: Thank you.

President Ryor: Thank you. Microphone 3, *Barbara Hatfield*, Overseas, point of order.

Barbara Hatfield (Overseas): The last two speakers have said "mandate," and the motion doesn't say "mandate"; it is not that strong. It says "urge."

President Ryor: I ruled that was so. We have had two for and no more against. I will place the motion. All those in favor . . . opposed . . . the motion carries.

New Business Item 53. Where is *Virgil Debban*? Microphone 2, please.

Virgil Debban (Minnesota): *Virgil Debban*, Minnesota. I wish to move New Business Item 53 with the editorial changes to clarify intent. The editorial changes have been submitted. I have a second on Microphone 1. *George Southwick* of Massachusetts.

President Ryor: Microphone 1.

Motion was seconded by *George Southwick* of Massachusetts.

President Ryor: Microphone 2.

Mr. Debban: I have submitted the editorial changes as clarification on the intent of New Business Item 53 and would like to have it put on the screen, please.

President Ryor: Do you want to speak to the motion?

Mr. Debban: I would like to speak on the motion, sir.

President Ryor: Please do.

Mr. Debban: It is not on the screen so you will have to make the editorial changes yourself. And I wish you to rule on the changes. It will not change the intent.

President Ryor: Let's hear the editorial changes.

Mr. Debban: Okay. "The NEA shall work to enact legislation on the national, state, and local levels." All I am doing is taking the bottom half of the last line and putting it behind "legislation" "to finance appropriate developmental education of infants identified as exceptional." And I'd like to speak to that.

President Ryor: I will rule that those editorial changes are in order. We will include them in the motion.

Mr. Debban: Thank you, *President Ryor*. I have vested interest in this New Business Item, and I want to explain what "exceptional" means. I term "exceptional" as being the gifted child, as well as the autistic child, as well as the severely handicapped and the physically, mentally handicapped child.

We as educators of NEA of this great United States have a philosophy of taking kids where they are at and bringing them to a higher point. Upon birth into this world these kids are behind already. By 1980, law mandates that in the public school systems, until the age of three, it is up to the parents to bring these kids along.

As a parent of a handicapped child, I know it is very difficult. From that time on it's going to be preventive costs. Anything we can do for these young kids as soon as possible is going to prevent much money being spent in the long run.

President Ryor: Your time is up, sir.

Mr. Debban: Please support this motion.

President Ryor: Microphone 1, *Woody Lee* of Illinois. Microphone 1.

Woody Lee (Illinois): I'd like to move that all remaining items be offered one by one for vote without debate. If an item is passed by a two-thirds majority, it shall be adopted. But if the item receives less than two-thirds support, debate for and against will then be entertained. I have a second.

Motion was seconded by *Wally Orr* of Florida.

Mr. Lee: May I speak to it?

President Ryor: I am sorry, a motion to suspend the Rules to limit debate is not a debatable item. You have expressed your direction and the nature of your motion. It requires a two-thirds vote to suspend the Rules to do as *Mr. Lee* would like. Is this just on Items of New Business, *Woody*?

Mr. Lee: Yes, it is.

President Ryor: All right. The intention of the motion is that we place all motions remaining without debate, and if two-thirds of the body adopts the motion, what then, please?

Mr. Lee: Okay, let me read my motion. I move that all remaining New Business Items be offered one by one for a vote without debate. If an item is passed by two-thirds majority, then it is adopted. If the item receives less than two-thirds support, then debate for and against shall be entertained by the Chair.

President Ryor: All right. The body understands that it requires a two-thirds vote. (Applause)

I will place the motion to limit debate in the manner suggested by *Mr. Lee*. All those in favor . . . opposed.

We will have a division of the house. All those in favor please stand . . . opposed please stand . . . I am going to rule that the two-thirds has been achieved. (Applause)

However, we have New Business Item 53 on the floor in front of us. We will dispense with that before we proceed with the new Rule change. Are there any other speakers to the New Business Item 53? Microphone 11, *Robert Barlow*, Vermont, point of information.

Robert Barlow (Vermont): Mr. Chairman, *Robert Barlow*, Vermont, speaking as an individual. Point of information. Is it the intent that this shall be gifted children as well. The difficulty is that most people do not understand that the term "exceptional" refers to gifted children as well.

President Ryor: Microphone 2.

Mr. Debban: The word "exceptional" came from Resolution 19 that definitely includes gifted children as well as handicapped children.

President Ryor: Microphone 8, *Deane Meyers*, Kansas, speaking against.

Deane Meyers (Kansas): *Deane Meyers*, from Kansas, speaking as an individual. I'd like to inquire if I can move to refer this.

President Ryor: A motion to refer is always in order.

Ms. Meyers: I, therefore, move to refer this item.

President Ryor: To where?

Ms. Meyers: To the proper NEA committee.

President Ryor: The motion is to refer this item to the proper NEA committee. Is there a second to the motion?

. . . Motion was seconded by an unidentified delegate from Wyoming.

President Ryor: Deane.

Ms. Meyers: I have some serious questions about the makeup of this New Business Item. I have been involved in early childhood education for some time. The idea that we have the possibility of parents' thinking their children are exceptionally talented requires that their suspicions be tested and found true.

There are some other things in here that, I think, are unclear, perhaps unsound. I think it is an item we need to refer.

President Ryor: Microphone 14, *Charlotte Legrand*, South Carolina, point of information.

Charlotte Legrand (South Carolina): I would like to inquire if the ruling resulting from the vote that we have just taken means that there is no way to amend any of the future New Business Items.

President Ryor: Well, the Rule is such that it is true that you cannot amend the ones that pass by two-thirds. But the ones that fall short of two-thirds will be debated and hence will be open for amendment. Now then, that is my ruling.

We are back to New Business Item 53. Microphone 2, *Ernest Jenkins*, Minnesota, speaking for.

Ernest Jenkins (Minnesota): I would speak against the amendment. Is there an amendment at this time?

President Ryor: No, there isn't. The motion is to refer this whole item to the appropriate NEA committee.

Mr. Jenkins: Okay, I speak against the motion to refer.

President Ryor: All right.

Mr. Jenkins: I speak against it because it is quite clear if you understand that a child born as a person who is considered as gifted or a child born physically or mentally handicapped is currently cared for by welfare. Welfare people, whether they be nurses or whatever, are not certified or trained or are not given the proper background for working in the area of education.

This should be transferred to education and all it stands for. Thank you.

President Ryor: Microphone 11, Alan Davenport, New Jersey.

Alan Davenport (New Jersey): Thank you. *Alan Davenport*, New Jersey. I had my name in to make the same motion to refer. Therefore, I support that motion.

President Ryor: Thank you. Any other? Having no one else at the microphone speaking to the motion to refer to the appropriate NEA committee, I will place that motion. All those in favor . . . opposed . . . *the motion loses*.

We are back to New Business Item 53. There's been a division called for. All those in favor please stand . . . opposed please stand . . . *the motion to refer passes*.

I am reminded again that there are people smoking in the auditorium. We have a Rule expressly prohibiting that.

Now we are to New Business Item 54. Following the new Rule just passed that was proposed by *Mr. Lee*, we are going to pose New Business Item 54. If it receives a two-thirds vote, it will be adopted. If it receives, in our judgment, less than that, we will entertain discussion on the motion. All those in favor . . . opposed . . . *it did not receive two-thirds*. We will entertain discussion on New Business Item 54. *Claude Dyer*, motion to adopt. Microphone 8, *Claude Dyer* of Oklahoma.

Claude Dyer (Oklahoma): *Claude Dyer*, NEA director, Oklahoma, speaking for the delegation. Before I move, Mr. President, I would like to make an editorial change.

President Ryor: All right. State it.

Mr. Dyer: In the second paragraph, the fourth line, strike "and" and put a comma after "presidents"; then on the fifth line, where it says "state executive directors," add "and all UniServ directors." So that the second paragraph will then read:

That the NEA Teacher Rights Committee after completing the evaluation of the NEA DuShane Fund shall prepare and issue a written report of its findings and recommendations, if any, to the NEA Board of Directors, state presidents, state executive directors, and all UniServ directors at least 60 days prior to any action by the NEA Board of Directors.

President Ryor: I will accept the editorial change.

Mr. Dyer: Okay then, I move Item 54 and I have a second.

President Ryor: Microphone 8.

Motion was seconded by *David Packard* of Nebraska.

President Ryor: Microphone 8.

Mr. Dyer: Let me say, first of all, in regard to the points of information that I raised yesterday, that I did have the answers to the questions I asked. I felt that you as policy-makers should also have this information prior to making your decision, as I did prior to making mine.

The purpose of the motion before you is to see that before the NEA Board of Directors or the NEA Representative Assembly makes a decision having such a far-reaching impact on those we represent, we all will have some sort of reference and a basis for the decisions we make.

The Oklahoma delegation urges the passage of this Item of New Business.

President Ryor: Microphone 1, *Daisy Moody*, Virginia.

Daisy Moody (Virginia): *Daisy Moody*, NEA Board of Directors member from Virginia, but speaking as an individual. While my state was in favor of delaying the implementation of the new guidelines, I want to point out to you that though this deals with DuShane funds, in my opinion, it is an extremely poorly worded New Business Item.

If we take these words in their purest form—that is all I have to consider—we will end up directing that the NEA Board of Directors not take any further action until this single action is taken by a committee that meets approximately four times per year. That is the way this New Business Item reads.

Read the last line—and they will have to be notified 60 days in advance. I would urge the defeat of the amendment and of the New Business Item. Thank you.

President Ryor: The item that is before us is New Business Item 54, and we have accepted *Mr. Dyer's* addition. So we are now debating New Business Item 54 as edited. Microphone 6, *Bill Potter*, Alaska.

William Potter (Alaska): *Bill Potter*, Alaska, speaking as an individual, and a member of the NEA Board. *Mr. Dyer* obviously has some concerns about the new DuShane Fund guidelines. Now, he wasn't successful in getting those guidelines set aside, but I think we do have an obligation to him and to all the other people who have some concerns about the new guidelines to have

delivered to us some kind of an evaluation of how those new guidelines are working. And I urge you to vote for this New Business Item.

President Ryor: Microphone 1, *Wally Orr* of Florida.

Wallace Orr (Florida): Thank you, Mr. President. I move to close debate.

President Ryor: There is a motion to close debate. Is there a second?

... Motion was seconded by *Leather Thompson* of Illinois.

President Ryor: The motion is to close debate on New Business Item 54. All those in favor ... opposed.

We will try it once more. All those in favor ... opposed ... the motion is carried.

Now I will reread New Business Item 54 as corrected and then place the vote. The first paragraph reads as it is printed. The second paragraph:

That the NEA Teacher Rights Committee after completing the evaluation of the NEA DuShane Fund shall prepare and issue a written report of its findings and recommendations, if any, to the NEA Board of Directors, state presidents, state executive directors, and all UniServ directors at least 60 days prior to any action by the NEA Board of Directors.

I have a point of information, Microphone 11, *Eunice Waller*, Connecticut.

Eunice Waller (Connecticut): I wanted to ask a question before you closed debate.

President Ryor: All right. Debate is closed.

Ms. Waller: Yes, I know.

President Ryor: State your question for a point of information, and we will try to answer it.

Ms. Waller: It pertains entirely to this item. I thought that perhaps someone could explain to me the very vague phrase on the end that reads "60 days prior to any action by the NEA Board of Directors." To me it seems awfully broad, and I didn't know what action they were talking about.

President Ryor: I think what it means is that the Board shall not act on UniServ guidelines until such time as it has had that report at least 60 days, or at least the other people have had it 60 days.

Ms. Waller: It would be good if that was written in there. Thank you very much.

President Ryor: I am going to place the motion. Debate has been closed. All those in favor ... opposed ... the motion is defeated.

New Business Item 55, I will place it in front of this body. I have a point of order, Microphone 8, *Phil Kaldahl*, Nebraska.

Phil Kaldahl (Nebraska): *Phil Kaldahl*, Nebraska. I wonder if it would be possible, before we take the vote to see whether or not they get the two-thirds, for you to call on the maker and second to move it and second it and give those people a chance then, perhaps, to make any editorial changes that might be in order.

President Ryor: Phil, I entertain the motions as they come. The motion was to close debate. The body overwhelmingly decided to close debate.

Mr. Kaldahl: No, sir, I am not talking about that at all. As we bring up New Business Items to see whether or not they get the successful two-thirds—last time we did not have it moved or seconded. Could we have these people move and second it, and then could we make any editorial changes they want before we take the vote to see whether it will change the two-thirds?

President Ryor: I will rule that is acceptable. New Business Item 55. *Mary Lagana*, Microphone 14.

Mary Lagana (Connecticut): *Mary Lagana*, Hartford, Connecticut, speaking for the Connecticut delegation. Prior to moving New Business Item 55, I would like to make two small editorial changes.

President Ryor: All right.

Ms. Lagana: Line 1, delete the word "financial." Line 3, insert the word "immediately" between "of" and "implementing." So that it reads:

Move that the NEA provide assistance to those affiliates of the UTP membership that exist within concentrated AFT territory for the purpose of immediately implementing Resolution 76-73.

And I have a second to the entire New Business Item.

President Ryor: I will assume Phil's intention was that we find out what the makers wanted in the motion, if there were editorial changes. You have stated those. Now, if you will tell us why you support the motion, we will get on with the business here.

Ms. Lagana: Okay, thank you.

(Cry of "No.")

Ms. Lagana: May I speak to the New Business Item?

(Cry of "No.")

President Ryor: All right. I will place the motion. A two-thirds vote is required for passage. All those in favor . . . opposed.

All those in favor please stand . . . opposed please stand . . . the motion carries.

New Business Item 56, *Mel Reid* of New Jersey, are you at Microphone 11? Microphone 11.

Mel Reid (New Jersey): *Mel Reid*, New Jersey, speaking for the delegation.

President Ryor: All right.

Mr. Reid: I have an editorial change to Item 56.

President Ryor: Would you tell us?

Mr. Reid: Okay, in the second line where it says "administrators, who," that should be changed to "members who, when serving in administrative, supervisory, or board member capacity." And then go on with the rest of the item.

President Ryor: All right, you understand now. I will accept that editorial change.

Mr. Reid: Right. And then I will have an opportunity to speak to the motion if it doesn't get the two-thirds?

President Ryor: I think the body has expressed its displeasure with that process. And I think what we ought to do is to state the motion, state any editorial changes, and then proceed with the vote.

Mr. Reid: Very good.

President Ryor: New Business Item 56 as editorially changed. All those in favor . . . opposed . . . the motion carries.

Division has been called for. All those in favor please stand . . . opposed please stand . . . the motion carries.

Microphone 12, *James Winston*, District of Columbia.

(A lady said he wasn't there and they would pass.)

President Ryor: All right. Microphone 14, *Louise Anderson* of West Virginia. Could I have your attention, please.

Louise Anderson (West Virginia): *Louise Anderson* of West Virginia, speaking as an individual. I'd like to move to take Item 7 off the table. I have a second.

. . . Motion was seconded by *Donna Barksdale* of West Virginia.

President Ryor: Just a moment, please. I am going to rule that the motion is out of order. The body has reconsidered it and has rejected it.

We will move to New Business Item 58. *Robert Brown*, Maryland, was the mover. Microphone 14, please.

Robert Brown (Maryland): Thank you, sir. *Robert Brown*, speaking for the Maryland delegation. We would like to make an editorial change to our motion for new business. I move New Business Item 58 with the following editorial changes. Drop the words "interview and" in line 2, and add the words "whose names will appear on the state's ballot" following the word "candidates" in line 3. Put a period after the word "elections" in line 5, and strike all words following. This action meets with the approval of my second.

President Ryor: I will rule that the editorial changes are in order. I will accept New Business Item 58 as editorially changed. I will place the motion. It requires a two-thirds vote for support. All those in favor . . . opposed . . . it fails.

(Cry of "No.")

President Ryor: Remember, it requires a two-thirds vote to pass. And we are going to consider.

(Division called for.)

President Ryor: All those in favor please stand . . . opposed please stand . . . it did carry. Thank you.

We will go back to New Business Item 57. *Audria Simpson*, Microphone 1.

Audria Simpson (Illinois): *Audria Simpson*, speaking for the delegation. I would like to move the amendment with this editorial change: Delete the word "design" and add the word "promote." And I have a second.

... Motion was seconded by Fritz Busch of Illinois.

President Ryor: I am not sure I understand the nature of your editorial change. It doesn't seem to make sense. "The Association directs its officers and staff to promote fund"

Ms. Simpson: No, "to promote"

President Ryor: "Comma"

Ms. Simpson: "and."

President Ryor: Very good. I will accept the editorial change and place the motion for the body's consideration here. All those in favor ... opposed ... the motion fails.

Division is called for. All those in favor please stand ... opposed please stand ... I am going to rule the motion has carried.

Microphone 3, Robert Hampel, California, parliamentary inquiry.

Robert Hampel (California): The question has to do with the two-thirds rule that limits debate. If it has a two-thirds negative vote, would that limit debate on the question?

President Ryor: No, I think the motion said that anything less than two-thirds would cause the body to entertain discussion of the motion.

Mr. Hampel: So if there is less than two-thirds positive vote, that would allow the question to die or—

President Ryor: That would allow the question to be debated.

Mr. Hampel: Thank you.

President Ryor: Microphone 5, John Dunn, Michigan.

John Dunn (Michigan): Mr. President, could we please have the cost on New Business Items that have budgetary implications before we vote ourselves a dues increase or a multitude of things we won't accept?

President Ryor: The adoption of these does not automatically mean the budgetary allocation of moneys. Hopefully later today we will introduce the budget and deal with it tomorrow morning. But we will try to make that information available when we have it.

Mr. Dunn: Thank you, Mr. President.

President Ryor: New Business Item 59 has an impact of \$2.7 million, give or take a few dollars. Where is Pat? Microphone 16.

Pat Diffie (Texas): Pat Diffie, an individual, from Texas. Before I move New Business Item 59, I'd like to request an editorial change, please.

President Ryor: State the change.

Ms. Diffie: The last two things, "for 1977-1978"—strike those and insert "in 1977, in 1978, and subsequent years."

President Ryor: I am going to rule that the editorial change that you are suggesting has an impact that is far too wide, and I think it creates an entirely different motion, and certainly an entirely different liability. I don't know what 2.7 million times hereafter is, but it is sizable.

Ms. Diffie: I got \$2.7 million for my figure.

President Ryor: That would be the cost approximately.

Ms. Diffie: I move the adoption of New Business Item 59. And I have a seconder at Microphone 25.

President Ryor: That is fine. I will place the motion in front of this body. I have a point of order, Microphone 6, Gunnar Brown, Missouri.

New Business Item 59. I will place the motion. It requires two-thirds to pass. All those in favor ... opposed ... I am relatively certain it did not get the two-thirds. Now then, we will entertain New Business Item 59. Microphone 16, if you want to propose your amendment now at the appropriate time.

Ms. Diffie: No, Mr. President, I don't care to propose an amendment at this time, but I would like to have a seconder, please, at Microphone 25.

President Ryor: All right. Microphone 25.

... Motion was seconded by Lee Alvord of Texas.

President Ryor: Okay.

Ms. Diffie: I would like to speak to this motion.

President Ryor: All right. Please speak.

Ms. Diffie: During the year there is a lot of work to be carried on in the state and in the local units on behalf of the NEA, and we feel that the partial refund of dues being requested is needed to carry on this work. I realize that we do get some money back to the states and locals through the DuShane Fund; also, there is a very small percentage of the money returned to the state that might be applied for by the local units.

But if we are going to continue the membership drive for members in the NEA, this takes money, and we have to have that money from some place. I think it is entirely proper to have a portion of our NEA dues refunded to carry on the work of the NEA in our state and local districts. And so we do ask your support.

President Ryor: Your time is up, sir. Microphone 12, *Gerald Garland, Colorado*, speaking against.

Gerald Garland (Colorado): Thank you, Mr. President. I move the previous question.

President Ryor: There is a motion to close debate. Is there a second? Seconded, Microphone 2.

... Motion was seconded by an unidentified delegate.

President Ryor: Thank you. The motion is to close debate on New Business Item 59. All those in favor ... opposed ... debate is closed.

I will place the question. Microphone 9, *Ron Williams, Vermont*, you have a point of parliamentary inquiry or information.

Ronald Williams (Vermont): *Ron Williams* from Vermont, speaking as an individual. You just ruled that if a motion does not pass by a Yes vote of two-thirds, it is up for debate. I find that rather discriminatory. That means that there is no way for this body to defeat a motion without any debate.

President Ryor: I am just following the guidelines you folks just adopted here. That was that we place the motion; if the two-thirds vote was there, that would constitute passage of the issue. If it was not, then we'd revert to the regular process and debate that motion. That was laid out by Mr. Lee. If I am not correct in that—he says I am.

Mr. Williams: Thank you.

President Ryor: Thank you, yes. All right, debate is closed on New Business Item 59. All those in favor ... opposed ... the motion loses.

New Business Item 60. Microphone 3, *Lucille Goldbeck*.

Lucille Goldbeck (California): *Lucille Goldbeck, California*. I move the adoption of New Business Item Number 60.

President Ryor: As is, right?

Ms. Goldbeck: As is.

President Ryor: I will place the motion before the house. New Business Item 60. All those in favor ... opposed ... the motion carries.

I'd like to go to Microphone 11, *Judy Owens*, to make an announcement.

Judy Owens (New Jersey): Mr. President, I noted in my remarks this morning that we were waiting for the results of an appeal of our state supreme court order charging our legislators to act. We have received information. The federal court has upheld our state supreme court ruling. The legislators have been commanded to act or our schools will close. We wanted the delegates to be aware of this before they went home. We hope that they will join us in offering a few prayers that our legislature will act before midnight tonight. Thank you. (Applause)

President Ryor: Microphone 5, *John Ort, Michigan*. New Business Item 61.

John Ort (Michigan): Mr. President, I am *John Ort*, speaking on behalf of the Michigan delegation. I move New Business Item 61 with one change from the printed document. That change is the deletion of the word "moratorium" and the insertion of the word "limitation." The item now will read as follows:

The National Education Association shall urge each state and local education association to call for a limitation on accepting student teachers because of the high unemployment rate facing experienced teachers.

I have a second at Microphone 3, *Mr. Edwards of California*.

... Motion was seconded by *Steve Edwards of California*.

President Ryor: I will place New Business Item 61 before the body. All those in favor ... opposed ... it did not achieve the two-thirds. We will entertain debate on the issue. Microphone 5.

Mr. Ort: Approximately 10,000 new certificates were granted from our colleges and universities. This phenomenon exists in many states across the country. We are suggesting that the NEA go on record in support of its dues-paying members first and foremost. If a man is unemployed and his children are starving, having more children would definitely not be considered a solution to his problem.

In Michigan and several other states, there has been long and frustrating dialogue with the

deans and directors, with the colleagues of education, in an effort to reduce the number of students that are allowed admission. These discussions have been fruitless. We have also established guidelines stating specific numbers of student teachers to be accepted by each affiliate and its specific disciplines.

The intent of the motion before you is that the NEA serve notice on the colleges of education and their potential students—

President Ryor: Time is up.

Mr. Ort: The NEA does not continue to train indefinitely for jobs that do not exist. I urge your support.

President Ryor: Microphone 10, *Bill Scribner*, Arizona.

Bill Scribner (Arizona): *Bill Scribner*, Arizona. I'd like to offer a procedural motion at this time. We are in the middle of a second debate. I move that a two-thirds negative vote would remove any of the New Business Items from the agenda, that we would not have to debate them. I have a second at this microphone.

President Ryor: I will entertain the motion.

... Motion was seconded by *John Tennyson* of Arizona.

President Ryor: Let me see if I understand what you are doing and if we all understand what you are doing here. The motion again is to change the Rules so that a two-thirds negative vote effectively defeats the motion?

Mr. Scribner: Yes, sir.

President Ryor: That is, a two-thirds positive vote would pass the motion?

Mr. Scribner: Yes, sir.

President Ryor: And anything in between is debatable?

Mr. Scribner: It seems that anything in between would be debatable.

President Ryor: All right. You understand that the motion requires a two-thirds vote. It is not debatable. I will place the motion. All those in favor ... opposed.

We will have a division of the house. All those in favor please stand ... opposed please stand ... it did not achieve the two-thirds.

The next person on my list here is Microphone 13, *Ernest Logemann*, North Carolina.

Ernest Logemann (North Carolina): First, I want to congratulate you for pronouncing my name correctly. You are one in a million. (Applause)

President Ryor: That offsets all those others I have missed. Microphone 13.

Mr. Logemann: I'd like to speak against this New Business Item. I think this democratic organization should not penalize a person who has already spent four years trying to get into the teaching profession. (Applause)

They are going to have a hard enough time as it is. What we need to do as an organization is to work to stop our schools of education from mass producing all these student teachers. (Applause)

We have got to work with our higher education people. We have got to cut down on the number of people entering our profession—not after they have completed the four years, but before they get into it. And that is the direction I think this great organization should take. And I urge all delegates to vote against Item 61. Thank you.

President Ryor: Microphone 25, *Hoyte Davis* of Texas, point of information.

Hoyte Davis (Texas): Point of information to the maker of the motion. I am unclear about what the gentleman means when he says "on-accepting student teachers." Accepting student teachers for what?

President Ryor: For anything. *John Ort*, Microphone 5.

John Ort (Michigan): The question was, Accepting student teachers for what? Accepting student teachers in the classrooms of this country to student teach?

President Ryor: All right.

Mr. Ort: If I may, I will explain the intent of the motion if that will help.

President Ryor: No, I think—

Mr. Ort: That is the answer to his question, I think.

President Ryor: That is the answer, right. Microphone 1, *Dennis Cranford*, Massachusetts, point of information.

(A gentleman said "He passes.")

President Ryor: He doesn't pass. This isn't Dennis. Microphone 13, *Larry Batemann*, Student NEA.

Larry Batemann (Student NEA): *Larry Batemann*, Student NEA, speaking against the motion on an individual. I yield to *Dale Rumberger* at Microphone 16.

President Ryor: Microphone 16, Dale Rumberger.

Dale Rumberger (Student NEA): Dale Rumberger, Student NEA, speaking as an individual. I am sorry that a state such as Michigan does have a problem, but higher education institutions are insensitive to that problem—but I don't think we need to penalize the United States for it. I feel that this is just a temporary solution to a long-range problem, which I said before in my speech.

If we funded education properly, we would have so few teachers that we had—I am really nervous about this, excuse me. We need more teachers in the classroom. If education would be funded correctly, we would have a teacher shortage, not a teacher surplus. I ask you to defeat this motion. Thank you. (Applause)

President Ryor: Microphone 17, Keith Zook, Michigan, speaking for the motion.

Keith Zook (Michigan): The statement released to the press yesterday morning—some 61,000 teachers are still wondering whether they will still have their teaching jobs in the fall. That is, 3 percent of all teachers received pink slips this spring. And 91,000 potential teachers are joining the ranks of more than half of last year's class, along with another 115,000 other qualified former teachers seeking jobs.

The total number of teachers in the labor reserve is 628,300, according to the NEA supply and demand study—628,300 is more than one-third of our present membership. Until changes are made in school finance to bring the quality of public schools up to minimum levels, we need to call a halt to the increasing supply of teachers. To encourage students to invest four years in a school to prepare for jobs that do not exist—

President Ryor: Your time is up, Keith.

Mr. Zook: I urge your support.

President Ryor: You have had two for and two against. (Applause)

I am going to place the motion on New Business Item 61. All those in favor . . . opposed . . . the motion loses.

New Business Item 62, Mary Ann Rudelic, Microphone 5.

Mary Ann Rudelic (Michigan): Mary Ann Rudelic, Michigan. I wish to withdraw New Business Item 62 at this time.

President Ryor: If there is no objection, we will withdraw New Business Item 62. Thank you.

New Business Item 63, Marge Slabach, Indiana, Microphone 23.

Marge Slabach (Indiana): Thank you. Marge Slabach, Indiana. I move New Business Item 63 as is.

President Ryor: All right, you have Item 63 in front of you. I will place the motion. It requires a two-thirds vote to pass. All those in favor . . . opposed.

Division. All those in favor please stand . . . opposed please stand . . . the motion failed to achieve the two-thirds. Marge, Microphone 23. It is now open for debate.

Ms. Slabach: I have a second.

President Ryor: Before we get into the debate, the bus drivers have to know what time we are going to conclude this session. I'd like to go until 6:30 if there is no sizable objection. (Applause)

Thank you. I will place it before this body. All those in favor . . . opposed . . . we will go until 6:30.

All right, Marge. Microphone 23.

Ms. Slabach: My seconder is at Microphone 13, and the speaker is there as well.

President Ryor: Microphone 13.

. . . Motion was seconded by Pat Houseman of Michigan.

President Ryor: All right. The noise level is again extremely high.

Jill Fein (Texas): Jill Fein, Texas, speaking as an individual. The Coalition of Labor Union Women is a national organization of over 4,000 women in labor unions who are working together for women's rights within their unions and societies. Women in CLUW are actively involved in securing the ratification of ERA, organizing unorganized women, working for a permanent action program, and attaining the right to collective bargaining. CLUW is not an affiliate of either the AFL-CIO or the AFT.

There are many members of NEA who are also members and officers of CLUW. We even have an Executive Committee member, Lauri Wynn, who is a member of CLUW. This organization, which is working to end discrimination against women, was organized in 1973. It is past time that NEA supported its ideals. This New Business Item is supported by the NEA Women's Caucus. Thank you.

President Ryor: Microphone 1, Catherine Smith, New Mexico, point of information.

Catherine Smith (New Mexico): Catherine Smith, speaking for the delegation. I have two

questions, *President Ryor*: We in New Mexico do not understand the intent and cost of the first aim as listed on line 4. Also, as used in New Business Item 63, is there a difference between "Coalition" in line 2 and "Association" in line 6? Thank you.

President Ryor: Marge, Microphone 23.

Ms. Slaback: Yes, I will answer the first question. We will refer to *Pat Houseman* on Microphone 13 for the second question.

The first question—there is no intent in the word "support" to mean money items.

President Ryor: Microphone 13, *Pat Houseman*.

Pat Houseman (Michigan): The "Association" is just another word for our Association or any of the other unions that are involved in this Coalition.

President Ryor: All right. Microphone 11, *Steve Bertuglia*, New Jersey.

Steve Bertuglia (New Jersey): *Steve Bertuglia*, New Jersey, speaking as an individual. I have a question. Which labor organizations are connected with this Coalition?

President Ryor: *Pat Houseman*, Microphone 13.

Ms. Houseman: Could I please refer to *Lillian Stoner* at Microphone 2, who is vice-president?

Lillian Stoner (Wisconsin): Currently there are 54 international unions that have participating members within CLUW. There are a large number of NEA women who do belong to CLUW. We simply have never had an official NEA position saying that we do, in essence, agree with the goals in CLUW.

President Ryor: Thank you.

Mr. Bertuglia: In particular, do members of the AFT belong to this organization?

President Ryor: Yes, they do.

Mr. Bertuglia: Is it possible at this point to speak against the motion?

President Ryor: No, you got the microphone on a point of information. Microphone 2, *Don Holman*, Minnesota.

Don Holman (Minnesota): *Don Holman*, NEA Board. I move to close debate.

President Ryor: Motion to close debate.

... Motion was seconded by *Ernest Jenkins* of Minnesota.

President Ryor: All those in favor ... opposed ... the motion carries. Debate is closed.

I will place New Business Item 63. All those in favor ... opposed.

All those in favor please stand ... opposed please stand ... the motion loses.

New Business Item 64. *Bettie Weyler*, Kentucky, Microphone 23.

Bettie Weyler (Kentucky): *Bettie Weyler*, Women's Caucus. I move the adoption of New Business Item 64.

President Ryor: Without editorial change?

Ms. Weyler: As is.

President Ryor: All right. Then I will place the motion before the body. All those in favor ... opposed ... it did not achieve the two-thirds. Microphone 23 again. Where is your second?

Ms. Weyler: My second is *Margaret Zierdt*. I believe, on Microphone 14.

... Motion was seconded by *Margaret Zierdt* of Maryland.

President Ryor: Thank you. Microphone 23.

Ms. Weyler: I will yield to *Lauri Wynn*, with your permission, on Microphone 14.

President Ryor: All right. Microphone 14, *Lauri Wynn*. Microphone 3, I am sorry.

Lauri Wynn (Wisconsin): Sorry I was late. *Lauri Wynn*. Mr. President, I would like to urge support of the item before you. I believe it speaks for itself. Thank you very much.

President Ryor: Microphone 14, *Charlotte Legrand*, South Carolina.

Charlotte Legrand (South Carolina): *Charlotte Legrand*, South Carolina. I have an amendment to that.

President Ryor: All right.

Ms. Legrand: I move to amend New Business Item 64 by the addition of another sentence at the end to read:

There should also be set aside in the *NEA Reporter* or any publication that may replace it a regular column located at the same place in each issue to carry news items on minorities and women.

I have a second.

President Ryor: All right.

... Motion was seconded by Elaine Tarrants of South Carolina.

Ms. Legrand: I'd like to speak to the motion, please.

President Ryor: Microphone 14, Charlotte.

Ms. Legrand: State leaders are not the only ones who need to receive news about women and minorities. The *NEA Reporter* receives criticism sometimes about the amount of space given to this. This would give it a positive image, and it would keep much of the public informed.

A regular column in a specific location would become something we could easily find and read, even if we don't have time to read each edition in its entirety. I recommend the adoption of this amendment.

President Ryor: The motion is to amend. Do we have any speakers for or against the amendment? Microphone 11, Robert Barlow, Vermont, point of information.

Robert Barlow (Vermont): Robert Barlow, Vermont, request for information, sir. Does this mean you will have a newsletter and the regular column?

President Ryor: That is what it would mean, yes.

Mr. Barlow: Thank you.

President Ryor: Microphone 25, Christine Klawun, Texas.

Christine Klawun (Texas): Chris Klawun, Texas. *President Ryor*, approximately how much money will be involved if we pass this Item of New Business?

President Ryor: I can't speak for the newsletter. The *NEA Reporter* is published in any event. It would be a matter of making some editorial choices about what does not go in the paper and placing the column on minority rights and women's rights in that space, which doesn't cause us any budgetary problems.

But the other issue, the *Human Relations Newsletter*, would depend on the number of pages in the newsletter and how many you publish each year. And lacking that specific information, it would be difficult to give a projection.

Ms. Klawun: I was wondering approximately—you know, staff time, postage, handling.

President Ryor: Again, it says that the NEA shall publish a newsletter, and it tells what it should consist of. But it does not speak specifically to how many of those newsletters you publish in a year and what the size of the newsletter is—three pages, four pages—and it is just about impossible to make any kind of budgetary projection without knowing those factors.

Ms. Klawun: Okay, thank you.

President Ryor: I am sorry, it is just too vague to determine what the implication would be for a new newsletter in terms of cost. Microphone 5, Gerald Hath, Michigan.

Gerald Hath (Michigan): Gerald Hath, Michigan, as an individual. I'd like to ask the president, since this brings up two issues with the editorial change, if we could have the question divided? One costs money and one would not.

President Ryor: Yes, I will rule that the question can be divided. The problem now being that we have an amendment proposed by Charlotte Legrand. I would like to do this. There's been a request to divide the question. I'd like to deal with what is printed in the paper, New Business Item 64. Depending on the result of that, then we will act on Charlotte Legrand's amendment as a separate part of that motion. If there is no objection, I will do that.

There is an objection. We will consider the amendment as part of the main Item 64. Microphone 8, Juanita Kidd, Oklahoma.

Juanita Kidd (Oklahoma): *President Ryor*, you have answered my question on the cost.

President Ryor: All right. Microphone 5, Eleanor Glick, Michigan.

Eleanor Glick (Michigan): Thank you. *President Ryor*, I was going to suggest an amendment to the amendment, and I am not sure if a division isn't going to take care of that. Would you like my amendment to the amendment?

President Ryor: I wouldn't (laughter)—but somebody must want it, so let's proceed. Microphone 5.

Ms. Glick: I was going to suggest that, starting in line 3, we drop "This newsletter shall be distributed to state association presidents and to the leaders of state women's and minority groups." This would take away the cost.

President Ryor: That surely would.

Ms. Glick: It would still go in the *NEA Reporter*.

President Ryor: I think it would effectively destroy the intention the makers—I think it is out of order because it is not an amendment to the amendment that is currently before the body. Okay?

Ms. Glick: Okay.

President Ryor: Microphone 15, *Ken Haller*, Nevada.

Ken Haller (Nevada): *Ken Haller*, Nevada. I move the previous question. I have a second at this microphone.

President Ryor: All right, Microphone 15.

... Motion was seconded by *Grady Anderson* of Nevada.

President Ryor: Motion to close debate on the previous question. All those in favor ... opposed ... debate is closed.

The motion before you is the amendment presented by *Charlotte Legrand* which says there shall be an extra sentence added which will be:

There should also be set aside in the *NEA Reporter* or any publication that may replace it a regular column located at the same place in each issue to carry news items on minorities and women.

I have a point of parliamentary inquiry, Microphone 1, *Harley Miles*, Virginia.

Harley Miles (Virginia): *Harley Miles*, Virginia, speaking as an individual. Mr. President, so I can understand the thing, you said you would divide it, depending on action on the main motion. If the amendment passes, can this new item then be divided? Mr. President, at that point we had not voted on the amendment, but if the amendment is passed—

President Ryor: If the issues stand apart—now, one person can request the division.

Mr. Miles: Can we have a division of the question if the amendment passes?

President Ryor: Yes.

Mr. Miles: Thank you.

President Ryor: On the amendment that I just shared with you. All those in favor ... opposed ... the amendment loses. We are back to the main motion.

Division has been called for. All those in favor please stand ... opposed please stand ... the motion loses.

We are back to the main motion now. Microphone 5, *Eleanor Glick*.

Eleanor Glick (Michigan): This is *Eleanor Glick* from Michigan, speaking as an individual. I would like to amend New Business Item 64 starting on the first line. It would read, "The NEA shall publish a Human Rights Page or Column which shall be a section of the NEA newspaper." Leave off "newsletter," go down to the third line, and delete "This newsletter shall be distributed to state association presidents and to the leaders of state women's and minority groups."

President Ryor: Can I go back to your first suggestion, *Eleanor*. You said "The NEA shall publish a Human Rights Column." Where?

Ms. Glick: "Which shall be a section of the NEA newspaper."

President Ryor: Well, I am going to rule that out of order inasmuch as the amendment that we just defeated addressed itself to that very topic.

Ms. Glick: Thank you.

President Ryor: Okay. Microphone 1, *Connie Mahan*, Virginia.

Connie Mahan (Virginia): *Connie Mahan*, Virginia, speaking as an individual. In order to expedite business, I'd like to move to suspend the Rules to limit debate to the maker of the motion for and one speaker against if the two-thirds majority is not achieved. And I have a second.

President Ryor: All right.

... Motion was seconded by *Jay Weisman* of Virginia.

President Ryor: You have heard the motion. It is a motion to suspend the Rules to limit debate—if the two-thirds does not pass—to one person for and one against. It requires a two-thirds vote. It is not debatable. I will place the motion before you. All those in favor ... opposed ... the motion fails.

We are back to New Business Item 64. Microphone 15, *Larry Brown*, West Virginia.

Larry Brown (West Virginia): Originally I was going to ask for a motion, but in view of your statement just a few moments ago in regard to the amendment that was offered—was that not intended to delete everything down through there and still provide for an avenue of communication of those things, and that would not need this?

President Ryor: Allow me to do it again. *Larry*, would you state your point again, please?

Mr. Brown: I am asking for a clarification, I think, and possibly a question of the Chair. The person who just offered an amendment was going to delete everything from "This newsletter"

on. That would still allow for a communication of the ideas of the Human Rights Committee, which is the intent of the original motion, I think.

President Ryor: I agree.

Mr. Brown: And, therefore, that motion would be in order, I believe.

President Ryor: Yes. I am going to entertain it (applause)—to reverse myself and entertain the motion.

Mr. Brown: Thank you, sir.

President Ryor: Eleanor, Microphone 5.

Eleanor Glick (Michigan): I have a second for the motion that I made. Do you want me to make it again?

President Ryor: Would you, please?

Ms. Glick: All right. Starting on the first line, delete "newsletter" and put in "column, which shall be a section of the NEA newspaper"; go down to the third line and delete "This newsletter shall be distributed to state association presidents and to the leaders of state women's and minority groups."

President Ryor: All right.

Ms. Glick: I have a second at this microphone.

President Ryor: The second?

... Motion was seconded by *Steve Manor* of Michigan.

Ms. Glick: This should be of interest to all NEA members, and by having a Human Rights section in the newspaper, we can get this information out at the minimal cost. (Applause)

President Ryor: I have other people who wish to speak on the issue. It is my own feeling that the issue has been debated sufficiently (applause)—that Eleanor's proposal is straightforward and clear. And I would like to place that motion if there is no objection.

I will place the motion. All those in favor ... opposed ... *that carried.*

I'd like to place the main motion then as amended. If there is no objection, I will do that. All those in favor ... opposed ... *the motion carries.*

New Business Item 65. It is my opinion, if I could have your attention, that the New Business Item 65 is in conflict with a Standing Resolution of this organization. (Applause)

It is, consequently, out of order. It would certainly be appropriate at the time we entertain the Resolutions to deal with the question.

Now then, New Business Item 66. Microphone 11, *Joe Murphy*, New Jersey.

Joseph Murphy (New Jersey): Mr. President, I would like to offer an editorial change to my motion, please.

President Ryor: All right.

Mr. Murphy: I'd like to make a substitution for three phrases in the existing motion. I would like to substitute for the phrase "teacher unity" in line 1, line 4, and line 7 the following: after the word "for" in line 1, I would like to say "a United Teaching Profession"; after the word "destroy" in line 4, "the United Teaching Profession in New York"; and after the word "destroying" at the end of the motion, "the United Teaching Profession in New York."

President Ryor: I will accept that as an editorial change.

Mr. Murphy: Following that last editorial change I would like to also add: "The NEA RA endorses the NEA New York Education Association organizational drive in New York."

That deals with the rationale of the motion. Will that be acceptable?

President Ryor: Yes.

Mr. Murphy: Thank you. There is a second on Microphone 22.

President Ryor: All right. Microphone 22.

... Motion was seconded by *Gerald Jurens* of New Jersey.

President Ryor: I will place the motion. It requires a two-thirds majority in order not to have debate. All those in favor ... opposed ... *the motion carries.*

New Business Item 67. Microphone 3, *Bob Graeff*, Student NEA.

Bob Graeff (Student NEA): I am *Bob Graeff*, president of the Student NEA California Association. I would like to move New Business Item 67 as printed. And I have a second.

President Ryor: Is there a second to the motion?

... Motion was seconded by *Ed Foglia* of California.

President Ryor: I will place the item. It requires two-thirds in order to avoid debate. All those in favor ... opposed ... *the motion carries.*

New Business Item 68. Microphone 12, *Ken Allen*, Arizona.

Kenneth Allen (Arizona): *Kenneth Allen*, past president of the National Council of Bureau of

Indian Affairs Educators. I move the acceptance of New Business Item 68 as written. I have a second at this microphone.

President Ryor: All right.

... Motion was seconded by *William Hodson* of Arizona.

President Ryor: I will place the motion before the body. It requires a two-thirds vote. All those in favor ... opposed ... the motion carries.

New Business Item 69. Microphone 16, *Mary Anderson*, Texas.

Mary Anderson (Texas): I move the adoption of New Business Item 69 with an editorial change.

President Ryor: All right, what is your editorial change, please?

Ms. Anderson: On the third line "The National Education Association deplores any proposals of the President of the United States who," instead of "which," "uses his office to delay or impede the implementation of desegregation orders."

President Ryor: I think we can accept that. I will place the motion. It requires a two-thirds vote. All those in favor ... opposed.

All those in favor please stand ... opposed please stand ... I rule it carries.

New Business Item 70. Microphone 11, *Russ Leidy*, New Jersey. Microphone 22, I am sorry.

Russell Leidy (New Jersey): *Russell Leidy*, New Jersey, speaking as an individual. I move Item 70. And my seconder is *Rosemary Walters* of New Jersey.

... Motion was seconded by *Rosemary Walters* of New Jersey.

President Ryor: Thank you. I will place the motion before the body. All those in favor ... opposed ... it did not achieve the two-thirds. *Mr. Leidy*, Microphone 22.

Mr. Leidy: I thought it was a good idea, but if you insist, I will withdraw the motion. I will come back next year. (Applause)

President Ryor: Okay. Without objection, it is withdrawn. I'd like to go now, ladies and gentlemen—you are a good group. (Applause)

There are some points of order and points of privilege here. We are going to remove everything except the points of privilege from the desk. We are going now to a discussion—I should say, a presentation—of the budget of this Association. Each delegate has a booklet entitled "Program Budget, Fiscal 1976-77." Now you will please note from your program that action on the budget will not occur here in this session. It will occur tomorrow in the final session.

The proposed budget will be presented by *Willard McGuire*, the vice-president of the NEA and also the chairperson of the Program and Budget Committee. *Mr. McGuire*.

We will adjourn at 6:30. If we can get the discussion of the budget moving, please. *Willard McGuire*.

Vice-President Willard McGuire: Thank you, *President Ryor*. Delegates to the 1976 Representative Assembly, I wish to call to your attention the booklet entitled "Program Budget, Fiscal Year 1976-77" which was distributed this morning. It contains the proposed NEA program budget for 1976-77.

The Program and Budget Committee is composed of *John McGarigal*, NEA secretary-treasurer; *Merlyn (Pete) Smith*, NEA director from Oregon; *Connie Jackson*, NEA director from Michigan; *Tony Butler*, NEA director from Alabama; *Daisy Moody*, NEA director from Virginia; and *Jim Blank*, NEA director from Wisconsin. The nonvoting members include *Dale Rumberger*, president of Student NEA, and *Jim Davenport*, representing higher education. Also working with us were our staff consultant, *Mike Dunn*, assistant executive director for administration, and *Linda Litchfield*, his secretary.

The Program and Budget committee is pleased to present the proposed 1976-77 budget to this Representative Assembly on behalf of the NEA Board of Directors. The NEA Board of Directors adopted these program goals about a year ago.

Your Program and Budget Committee met 11 times during the year and interacted with the Board of Directors at each of their meetings. Four regional Open Hearings were held to obtain budget input from members. And additional input was solicited from all NEA standing committees and caucuses, the National Council of State Education Associations, the National Council of Urban Education Associations, and other national affiliates. All input was carefully considered as programs in the budget were constructed.

Program requests totaling \$5.1 million were reviewed. Over \$5 million in program requests had to be pared to obtain a balanced budget. The recommended budget is a balanced budget with an estimated income of \$49,690,000, expenditures of \$48,696,100, and the Bylaw-mandated contingency of \$993,900.

This estimated income takes into consideration NYSUT's disaffiliation from NEA and the unification of Mississippi.

I want to call your attention to the program budget document once again, page 10, Objective

4. There is an error in wording of that Objective. Objective 4 reads in the printed document:

4. Provide assistance in implementing violence in the schools program through technical and on-site expertise.

And in order to correct it, you should scratch out the word "implementing" in line 1 and the word "program" immediately below it. And we would like objective 4 to read: "Provide assistance in preventing violence in the schools through technical and on-site expertise."

I ask that you study this document this evening prior to its debate and your subsequent vote. Thank you.

President Ryor: Thank you very much, Willard. I'd like at this time to take some of the Resolutions, to present the report of the Committee on Resolutions. I am very pleased to recognize the Committee chairperson, *Lois Tinson* from the state of California. (Applause)

Lois Tinson (California): Thank you, *President Ryor*. It is my privilege and my pleasure to place before this Assembly the report of the Resolutions Committee for 1976.

However, before consideration of that report, I should like to introduce to you the members of the Editing Committee, and I request you to hold your applause until all members have been introduced to expedite time.

Serving as vice-chairperson for this Committee, *Jack Kinnaman* of Delaware; secretary, *Bob Thomson* from New York; parliamentarian, *Morris Beider* of Michigan; materials and distribution, *Rufus Abernethy* from Maryland; student representative, *Dennis Clark* of Texas. We have had the very capable help of our staff contact, *Martha Ware*, and *Sim Taylor*, with their staff in the office to assist us in the secretarial duties. Would you now join me in giving a round of applause to the Editing Committee. (Applause)

This is just a part of the group that worked so hard for you for this report. At this time I would like to request all of the members from the state delegations who are sitting among you out there to stand so you can know who has been responsible for this report. Will all of the Resolutions Committee members please stand. (Applause)

Thank you. It's been a very hard-working group, and we have a report for your consideration at this time.

I would like to point out to you that we shall be dealing with two kinds of Resolutions, the Continuing Resolutions and the Annual Resolutions. The Continuing Resolutions are those Resolutions that are more permanent in nature. They are indicated by a gold letter. The Annual Resolutions are the newer Resolutions, and they are indicated by the year 1976 with the appropriate number. The Continuing Resolutions are opened only if they are starred in your book. That is an indication that the Resolutions Committee has opened those Resolutions. If the Continuing Resolutions are not starred in your book and if you wish to open those Resolutions, they can be opened only by a majority vote of this body.

Mr. President, I should like to suggest procedures for adoption of the Resolutions, please.

President Ryor: Sure.

Ms. Tinson: I at the Chair will move each section, one at a time; that is, Section A, which would include the Continuing Resolutions and the Annual Resolutions in that section. *President Ryor* will then grant a few minutes for you to look at those Resolutions, and if you have any concerns about either of those Resolutions, you may then call in and request a hold on those Resolutions. They will be dealt with individually.

President Ryor will then announce to this body those Resolutions, Continuing Resolutions and Annual Resolutions, that have been requested to be held for individual action. After that is made known to this body, we shall then act on the Resolutions within that section. After that, we shall deal with the Resolutions, the Continuing Resolutions first and the Annual Resolutions within that section. We shall do that for each of the eight sections.

After that process, as Chair for this Resolution, we will then place a motion to adopt all Resolutions as printed and amended. After that has been done, if there are new Resolutions, then that is the time to consider those.

Mr. President, that is the suggestion for the adoption of the Resolutions.

President Ryor: Without objection, we will proceed in that manner.

Ms. Tinson: Mr. President, I move the adoption of Section A, National Advocate for Education.

President Ryor: There is a motion to adopt Section A, National Advocate for Education.

... Motion was seconded by *Marjory Sharp* of Kansas.

President Ryor: Before you make comments, I have *Thomas Horan*, Connecticut.

Thomas Horan (Connecticut): Pass, Mr. President.

President Ryor: Thank you. Now, do you have any comments about the section?

Ms. Tinson: No.

President Ryor: Any comments about any of the Resolutions, either Annual or Continuing, in Section A? We have an amendment proposed for A-1, *Roy Biddle*, South Carolina, Microphone 14.

Roy Biddle (South Carolina): *Roy Biddle*, South Carolina, speaking as an individual. At this point, do you wish me to recommend that this be held, and we will come back to it later?

President Ryor: We will deal with them now, I think, as long as they come in in that order. At first we were going to follow through and just find out how many of the Resolutions there were that had amendments proposed to them and then come back and deal with them, but I think it is just as efficient inasmuch as this is A-1. Please state your amendment.

Mr. Biddle: Mr. President, I would amend by adding the following sentence: "The NEA further believes that schools, public or nonpublic, should be accredited at least by uniform standards established by the appropriate state agency."

President Ryor: All right. Microphone 14, do you have a second?

... Motion was seconded by *Ed Taylor* of Student NEA.

President Ryor: Very good. Roy.

Mr. Biddle: We are concerned, especially in the Southeast, with the proliferation of nonpublic and so-called Christian schools established for the purpose of avoiding desegregation. We are also concerned that the same independent schools are joining together to establish their own standards of accreditation.

Even though the Resolution calls for our belief that the individual is free to choose a privately supported, nonsegregated school, most of these schools in the Southeast will tend to perpetuate segregation because of the high tuition costs. We do not question the constitutional right of any individuals' freedom of choice. If that individual exercises that right to attend nonpublic schools, then that individual should be protected by the same standards that govern public schools.

We have to maintain the same standards—we believe that many of these so-called independent schools in the Southeast would be closed.

President Ryor: Time is up. You have heard the amendment. It is to add one more sentence, which says, "NEA believes that schools, public or nonpublic, should be accredited at least by uniform standards established by the appropriate state agency."

I will place the vote on that amendment. All those in favor ... opposed ... the motion carries.

Now let's move on. *Dick Blackford*, Michigan, Microphone 5.

Richard Blackford (Michigan): President John, I would move that the body adopt the Resolutions in total as printed. I have a second at this microphone. *Meredith Sealey*, Michigan.

... Motion was seconded by *Meredith Sealey* of Michigan.

President Ryor: I am going to have to make one correction—as amended at least once by *Mr. Biddle*. It will require a two-thirds vote because it has the effect of shutting off debate on all of the issues. I will place the motion. The motion is to adopt Resolutions en masse with the amendment already adopted in A-1. All those in favor ... opposed ... it lost. It did not achieve two-thirds.

Somebody called for a division. All those in favor please stand ... opposed please stand ... it did not achieve the two-thirds.

I have a proposed amendment to Annual Resolution 76-10. You will find that on page 5. Microphone 6, *John Callahan* from the state of Massachusetts.

John Callahan (Massachusetts): Mr. President, I wish to submit the following amendment: After "resolution" in line 291, add the words, "However, it also urges the Israeli government to cease discriminating policies aimed at the Palestinian minority residing in Israel." We have a second.

... Motion was seconded by *John Phillip* of Massachusetts.

President Ryor: *John Callahan*, Microphone 6.

Mr. Callahan: We, as the Resolution states—the National Education Association is deeply

committed to the elimination of racial and religious discrimination. In Israel, the Palestinian minority is a minority discriminated against. These people are not allowed to serve in the armed forces, and you can reasonably ask yourself why would they want to.

Well, one thing is that it is a way of attaining some kind of economic stability. Also, it is allowable for any Jew in the world to migrate to Israel. If a Palestinian leaves Israel, he cannot come back to Israel as the Jewish population can. There is also not proportional representation in the government.

So I think that if we are going to condemn the resolution, it would make sense to also urge the Israeli government to do something about the Palestinian problem. Thank you.

President Ryor: Microphone 9, *Ron Williams* from Vermont, parliamentary inquiry.

Ron Williams (Vermont): *Ron Williams* from Vermont, speaking as an individual. I raise the question to the Chair. Do we now have a quorum?

President Ryor: My response to that is that we have a quorum according to *Robert's Rules of Order*. In a body of delegates such as this convention, the quorum is the majority of the number who have been registered—it is my judgment that we have a majority of those who registered. And we will continue business.

Microphone 12, point of order, *Margaret Whilden*, Colorado.

Margaret Whilden (Colorado): Mr. President, I don't understand exactly what we are doing. You are accepting amendments, and there was an amendment made to A-1. The maker of the mention spoke to it, but there was no debate. Are we not debating the amendments?

President Ryor: There were no calls for debate. I would do it.

Ms. Whilden: I walked straight to the microphones, and the vote was over by the time I got here.

President Ryor: Well, I am sorry.

Ms. Whilden: It takes a while to call in.

President Ryor: We will go a little slower between the motions henceforth. I thought I waited, but then—

Ms. Whilden: If we are debating, fine. I just wanted to know. Thank you very much.

President Ryor: Microphone 6, *Alvin Goldberg*, Pennsylvania, speaking against the proposed amendment.

Alvin Goldberg (Pennsylvania): *Al Goldberg* from Pennsylvania. I believe this amendment is way out of line. What happened in the U.N. was quite obvious to this entire world. The speaker who was just here raised some questions about prejudice, et cetera, which occurs in Israel. I am not sure that his arguments were convincing or that the entire world sees that kind of thing is occurring in Israel. Not as well as what happened in the U.N. I urge that you defeat this amendment because it completely reverses the idea behind the original resolution.

President Ryor: Any further discussion in regard to the amendment proposed by *Mr. Callahan*? Microphone 24, *John McBride*, Georgia, point of information.

John McBride (Georgia): *John McBride*, speaking as an individual. My point of information goes back to a previous vote, and I personally didn't know what the vote was on when a motion was moved to adopt these in toto—was that the entire booklet or Section A in toto?

President Ryor: It was my impression that the motion by *Mr. Blackford* was to adopt all the Resolutions in the entire booklet as printed. I have a motion from the chairperson to adopt Section A, entitled National Advocate for Education, and that runs up through the bottom of page 5. We are currently in the process of entertaining any amendments people might have to the Resolutions, either Annual or Continuing, on those pages.

Mr. McBride: Thank you, sir. I wasn't clear when the vote was taken.

President Ryor: Thank you. Any further comments on *Mr. Callahan's* motion? I will reread the amendment. I have got the number, folks. I am consulting. Thanks a lot. I have Microphone 4, *Bruce Mastracchio*, Massachusetts.

Melvin Levinson (Massachusetts): That is an error in communication to the Chair. This is *Melvin Levinson* from the Massachusetts delegation, and for the Massachusetts delegation, yielding to *Gregory Beard*.

Gregory Beard (Massachusetts): *Gregory Beard*, Massachusetts, speaking for Massachusetts. This resolution addresses itself to 3,000 years of mistreatment. The countries that have shoved this through the United Nations resent the presence of Israel because it is a democracy and they are not, because Israel grants full equality and they do not, because Israel gives every person the basic right to citizenship while they still have slave markets in their nether regions.

We must recognize that these anti-Israel countries could not get this world body to condemn Israel as a racist country. So they did the next best thing—they got the United Nations to call the movement that created Israel racist.

When Israel was created, world Jewry wept for they were free, free at last, free at last. I urge this Assembly to support Resolution 76-10 in toto. And to defeat the amendment. Thank you.

President Ryor: I'd like to point something out. We are discussing the amendment proposed by Mr. Callahan to add an additional sentence, not the main motion. And that amendment is that we urge the Israeli government to cease discriminatory policies aimed at the Palestinian minority residing in Israel. Now that is the issue before us, please—not the main motion.

Are there any other speakers? Microphone 4, please.

Mr. Beard: Gregory Beard, Massachusetts. We do not support any amendment, any change to the Resolution that is presently before us. That is what I spoke to, and I thought you understood that.

President Ryor: You are opposed to the amendment?

Mr. Beard: I am opposed totally to the amendment.

President Ryor: Thank you very much. Any further comments on the amendment posed by Mr. Callahan? Microphone 24, Charles Fannings, Georgia, point of information.

Charles Fannings (Georgia): Mr. President, not a point of information. I called in for a call for the question.

President Ryor: Okay. He is moving the previous question. Is there a second to the motion? Microphone 1.

... Motion was seconded by Philip Hanley of Illinois.

President Ryor: The motion is to close debate on the proposed amendment. All those in favor ... opposed ... debate is closed.

The amendment is to Continuing Resolution 76-10 on Zionism, page 5, to add one more sentence—to also urge that the Israeli government cease discriminatory policies aimed at the Palestinian minority residing in Israel. All those in favor ... opposed ... the amendment loses.

Microphone 4, Mel Levinson, state of Massachusetts.

Mel Levinson (Massachusetts): I pass.

President Ryor: Thank you, sir. Microphone 11, Evan Goldman, New Jersey.

Evan Goldman (New Jersey): Pass.

President Ryor: Thank you, sir. Microphone 9, Dorothy Jenis, New Hampshire.

Dorothy Jenis (New Hampshire): Dorothy Jenis, New Hampshire, speaking as an individual. I would like to add an amendment:

Since the National Education Association is deeply committed to humanitarian causes, that it would also condemn the executive branch of the United States government—

President Ryor: Dorothy, I am going to ask you to place your amendment, and we will debate it later, okay? Would you state your amendment?

Ms. Jenis: All right. That it would also condemn—

President Ryor: I am sorry. My apologies. I thought you were debating.

Ms. Jenis: No. I am stating the amendment.

President Ryor: Proceed, please.

Ms. Jenis:

Since the National Education Association is deeply committed to humanitarian causes, that it would also condemn the executive branch of the United States government for its continued efforts, both military and financial, in support of Turkey who has displaced one-fifth of the population of Cyprus.

President Ryor: What are you amending?

Ms. Jenis: I would like to amend Resolution 76-10 by addition.

President Ryor: I am going to rule it is out of order, Dorothy. (Applause) It is not germane to the main intention of the Resolution as it is stated.

Ms. Jenis: Thank you.

President Ryor: Okay. Microphone 6, Judith Schneider, Ohio.

Judith Schneider (Ohio): Judith Schneider, Ohio, speaking as an individual. Point of information.

President Ryor: State your point.

Ms. Schneider: We'd like to make something clear. While many of us are not allowed in the Israeli Army, one of the two most respected divisions of the Israeli Army is a group of Arabs who are a religious minority and are discriminated against by other Arabs. That is the group who makes up the Israeli Army's Hiltop Division. Thank you.

President Ryor: Microphone 1, *Philip Hanley* of Illinois.

Philip Hanley (Illinois): Mr. Chairman, I would like to move that we delete Resolution 76-10, Zionism. And I have a second. (Applause)

President Ryor: There is a motion to delete Resolution 76-10.

... Motion was seconded by *Joe Triolo* of Illinois.

President Ryor: Seconded. Microphone 1, *Philip Hanley*.

Mr. Hanley: Mr. Chairman, I am also saddened at the difficulties that the Israeli people have, but I do not think that this statement entitled Zionism is an appropriate statement to be included in the Resolutions booklet of the National Education Association. (Applause)

Please let me remind all of our fellow members that the definition of a Resolution as given on the inside page is a formal expression of our opinion or belief or a position or goal that this organization is striving toward. And I don't think this has any place in a booklet of our Resolutions. And, therefore, you may correct me if I am wrong, but I do believe that our admirable Executive Committee wrote a letter condemning the vote at the U.N., which I heartily applaud and congratulate them for doing, and that is the appropriate type of action that I think our organization should take.

And, therefore, I urge that we delete Resolution 76-10. Thank you very much. (Applause)

President Ryor: Just a point of information. It is true that the Executive Committee wrote that letter condemning the action of the U.N., but you must understand that the Executive Committee did so based on the Resolution of this organization.

Mr. Hanley: Is it this very same Resolution, Mr. Chairman, or is it under H?

President Ryor: Very similar to it.

Mr. Hanley: Yes, we do have a similar statement of belief.

President Ryor: All right. Microphone 15, *Ken Haller, Nevada*.

Ken Haller (Nevada): Mr. Chairman, I respectfully submit that it is 6:30 and 29 seconds. We should be adjourned.

President Ryor: Very good. Could I ask your forbearance with this one last amendment. Then we will recess until 8:30 in the morning. Do you want to start earlier—8 o'clock? That is fine with me.

Mr. Haller: I think we are doing something rather rapidly that we may regret. I certainly don't want to do away with Resolution 76-10. I would suggest that if we do, we are out of order.

President Ryor: A motion to adjourn is always in order. If you have a second, I will entertain it.

Mr. Haller: I have a second at this microphone.

... Motion was seconded by *Ron Jones* of Nevada.

President Ryor: *Ron Jones* seconds. The motion is to adjourn. All of those in favor of adjourning until 8 o'clock—wait a minute. It is set for 8:30; that is the best we can do in terms of the buses at this point. We have already made the commitment. The motion is to adjourn until 8:30 in the morning. All those in favor... opposed.

We will have a division of the house. All those in favor please stand... opposed please stand... the adjournment carries.

I should announce that there will be a reunion of the ConCon delegates in Room 1028 immediately following adjournment this afternoon here. We will pick up tomorrow the discussion of Resolution 76-10. We are adjourned until 8:30.

The Seventh Business Meeting recessed at 6:30 P.M.

EIGHTH BUSINESS MEETING

Thursday Morning, July 1, 1976

THE EIGHTH BUSINESS MEETING convened at 8:35 A.M., President John Ryor presiding.

President John Ryor: I will call the eighth business meeting to order, please. The eighth and final session of this Representative Assembly is now open. I'd like to recognize Fred Lynn of Indiana for the purpose of making a presentation.

Fred Lynn (Indiana): President Ryor, fellow delegates: When Indiana came to Miami, we presented \$3,000 to NEA-PAC that was raised from the sale of our book *What's Cooking, Teach?* It is my pleasure to give to President Ryor a check for \$1,000 for sales here at the convention. (Applause)

President Ryor: Thank you very much. At this time I'd like to recognize Joseph Murphy, state of New Jersey, at Microphone 11.

Joseph Murphy (New Jersey): Thank you, President Ryor. Fellow delegates, the New Jersey legislature has been meeting all night. As of 8 A.M. this morning, our General Assembly had taken three different votes, two on income tax plans and one on an increase in our sales tax. None of these passed.

There is a stalemate between those who want more property tax relief and those who would do even less than the courts have granted. The injunction in New Jersey has taken effect. Our schools are closed.

President Ryor: The action in New Jersey is unprecedented. It is almost beyond comprehension to me that the state legislature would allow public schools to be closed, when the solution is so obvious. Is this what American government has come to mean? We think not.

The concept where elected officials turn their backs on their office and refuse to fulfill their constitutional commitments both to education and to the children—the National Education Association wants those schools open. But I am sure you will agree with me and with the teachers of New Jersey that those schools should not reopen until the 120 individuals who sit in the New Jersey legislature get their act together and do what they must do—and do it now.

As the teachers of New Jersey now enter the hall at their hour of confrontation, I would ask that you, without leaving your seats, please join them in singing and demonstrating the concerns of teachers throughout America that schools must prevail, that responsible government must prevail in every corner of this land. (Demonstration as indicated.)

President Ryor: I'd like to recognize Judy Owens, Microphone 11.

(Someone said "Not yet" for her. A gentleman asked that "When the Saint Go Marching In" be played, and the audience sang "We Want Our Schools To Open Now." A gentleman from New Jersey requested and the organist played while they sang in unison and New Jersey led, with other delegations marching by in front.)

President Ryor: Microphone 11. The Chair recognizes Judy Owens, president of New Jersey.

Judith Owens (New Jersey): Ladies and gentlemen, the New Jersey delegation greatly appreciates the tremendous support we have received from the teachers of America at this convention. It was a long night up there in Trenton.

We have every reason to believe that there has been sufficient movement so that the situation will be resolved within a short time. Pressure on our legislators has been so enormous that we do not believe the schools will remain shut for long. We are confident that we will prevail.

For us this past year has been a long one, a long, all-out campaign. We could never have come this far without the NEA. Your research, legal, and PR staffs have been with us from the very beginning, helping us through the complicated challenges of constitutional law, through all the varieties of finance formulas and through the media in dramatizing the significance of our impending shutdown.

When the courts came through with their injunction, the NEA within two hours' time got us an appointment with the Commissioner of Education so that New Jersey teachers, who would be the ones out of work, would be the first to know where we stood if federal summer programs were impounded.

We particularly appreciate everything that you, John, have personally done, especially when you notified every other state affiliate to keep their teachers from coming into our state as volunteers for school boards that said they were going to defy the court's injunction and run their schools anyway.

Let me say one word to those delegates here who think this could never happen to them. No

matter how big you are, no matter how much money you think you have stashed away for hard times, there is no substitute for the help you will get from the National Education Association when you are up against the wall. (Applause)

Don't ever think that you can go it alone. Thank you, John. Thank you, NEA. Thank you, fellow delegates, for all your support. Our schools may be shut today, but we will get them reopened. Let us teach. (Applause)

President Ryor: Thank you very much, Judy. We now have the presentation of the 1976-77 budget for action of the Representative Assembly. To present the document, the Chair recognizes *Willard McGuire*, chairperson of the Committee on Program and Budget.

Vice-President Willard McGuire: Thank you, President John. Would any members of the Program and Budget Committee who are not already on stage please come forward?

President Ryor, delegates to the 1976 Representative Assembly: The information you need for this action is contained in the program budget document you received yesterday. I am pleased to introduce to you this year's Program and Budget Committee.

First, elected by the Board of Directors, *Connie Jackson*, NEA director from Michigan (applause); *Tony Butler*, NEA director from Alabama (applause); *Daisy Moody*, NEA director from Virginia (applause); *Jim Blank*, NEA director from Wisconsin (applause); *Merlyn (Pete) Smith*, NEA director from Oregon (applause); and by virtue of office, our secretary-treasurer, *John McGarigal*. (Applause)

The nonvoting members of the Program and Budget Committee are *Dale Rumberger*, president of Student NEA, and *Jim Davenport*, representing higher education. (Applause)

President Ryor, on behalf of the NEA Board of Directors, I move the adoption of the recommended program budget as presented to this Representative Assembly yesterday in the balance amount of \$48,696,100.

... Motion was seconded by *Secretary-Treasurer John McGarigal*.

President Ryor: Moved by *Willard McGuire*, seconded by *John McGarigal*, to adopt the budget presented. Microphone 1, *Wally Orr* of Florida, point of information.

Wally Orr (Florida): It is not a point of information, Mr. President. I wanted to speak to the UniServ portion of the budget.

President Ryor: All right. Let me suggest a procedure here so that we don't—if I could have your attention, please. On pages 6 and 7 of the white program budget booklet, you will find the goal areas and the objectives in the sum total of expenditures of each objective, not only the expenditures for last year but also the proposed budget for this year. Starting on page 6 you will find "Leadership in Solving Social Problems," the objectives, and the statement of the program areas.

What I'd like to do is proceed on pages 6 and 7 through each one of the goal areas as they are presented there and entertain amendments on the section. If there are no amendments forthcoming, for example, on "Leadership in Solving Social Problems," I will state the next one and so on through. And when we get to the UniServ question, I will come back and recognize you at Microphone 1.

Mr. Orr: Thank you very much, Mr. President.

President Ryor: All right, very good. With that in mind, I would like to call the delegates' attention to page 6, "Goal: Leadership in Solving Social Problems." Are there any questions, comments, or amendments to that section?

There are three who called in. We don't know what particular goal area they want to amend, so I will just read your names. *Kent Francis*, Microphone 5, Michigan. Will you tell us the goal area you'd like to amend?

Kent Francis (Michigan): I'd like to yield to Microphone 13, *Brent Thurgood*.

President Ryor: Microphone 13, please. Could I have your attention? Microphone 5, the question was not to entertain an amendment but to find out exactly what it was you wanted to amend.

Mr. Francis: The support area of the budget.

President Ryor: Yes, but what goal area, please?

Mr. Francis: UniServ.

President Ryor: Very good. Okay, *Hugh Boyle*, California, Microphone 3, would you tell us what goal area you intended to amend, please?

Hugh Boyle (California): It was on UniServ. I'd like to ask the Chair this, *President Ryor*. Do you think because of the emptiness of the hall that we might postpone until all or most of the delegates are here to deal with the budget, since it is such an important item?

President Ryor: No, sir. I did not announce this, but we have to be out of this building by 1 o'clock. They start moving the furniture, and it is important to get moving. What was your goal area again, sir?

Mr. Boyle: It was on UniServ. I'd like to yield to Microphone 13.

President Ryor: I am not going to entertain that now because you didn't say on your slip. Microphone 24, Robert Neilsen, Nebraska.

Robert Neilsen (Nebraska): I want to speak on UniServ.

President Ryor: All right. In that event we will go back through the process as I suggested. We will start with page 6. On pages 6 and 7 we have the goal areas. I have Microphone 3, Fred Wigglesworth, California.

Fred Wigglesworth (California): Fred Wigglesworth, California. President John, I have a concern on page 26, Executive Committee Program J.4. I'd like to pull something out of that, if I may.

President Ryor: Perhaps I have not made my point very clear here. I am going to announce each goal area as we proceed through the budget. The goal areas are listed with the objectives on pages 6 and 7, right? Now what you would like to amend, sir, is the governance section of the budget.

Mr. Wigglesworth: All right, sir.

President Ryor: I will get to that. Right now I am asking for any conversation, questions, amendments to "Goal: Leadership in Solving Social Problems."

Mr. Wigglesworth: I will have an opportunity to voice my concern?

President Ryor: You will when we get to that.

Mr. Wigglesworth: Thank you, sir.

President Ryor: Having no one at the microphones wishing to speak to that goal area, I will rule that amendment to that—Microphone 1, Wally Orr of Florida.

Wally Orr (Florida): Thank you, Mr. President. Wally Orr of Florida. I would like to call the attention of the delegates to the goal area of "Leadership in Solving Social Problems," Objective 4, Subobjective 1. I spoke briefly to this yesterday, and that has to do with crime and violence in our schools.

I am sure that every one of us will be interested in this in that we live with this problem on a daily basis. If you will look at the activities that are designed to go with this goal area, you will find that we plan to—

President Ryor: Wally, would you place your amendment?

Mr. Orr: I do not wish to amend, Mr. President. I just wanted to call this to the attention of the delegates. It is a matter of information.

President Ryor: All right, finish your statement.

Mr. Orr: Thank you. The purpose of this section is to initiate and make sure in our school systems 10 pilot programs across this country. You will be asked by the Human Relations Committee to submit a proposal on what you plan to do in your school district to deal with this problem. The funding will be issued on the basis of the need of your association and the scope of your project.

I would like for the delegates to please look at this section so that they may get the technical assistance from the Human Relations Committee next year and have your association participate in helping us spend this money and in helping us to do something about crime and violence in our schools. Thank you, Mr. President.

President Ryor: I will rule that the goal area, "Leadership in Solving Social Problems" is closed for the purpose of amendment. Are any amendments to "Goal: An Independent, United Teaching Organization"? By the way—Lauri Wynn, Wisconsin, point of comfort.

Lauri Wynn (Wisconsin): Lauri Wynn, speaking as a delegate. Mr. President, we have for the last three days really had great difficulty hearing. On a point of comfort of the delegates, I would really call for us to wait until the auditorium is quiet.

All of us will have to explain whatever we do right or wrong when we go back home. We cannot hear, you may not, and we cannot either, and it is most difficult. And I think the business is much too important.

President Ryor: I am going to remind the delegates once more, and you can each help with that—I have had 7,200 calls about the noise. That only leaves about 800 who haven't called in. I think if we can get the 7,200 all quiet, that would aid immeasurably.

I have Microphone 8, Al Cranston, Wyoming, point of information.

Al Cranston (Wyoming): Mr. Chairman, is it correct to assume that once we are past a goal area, we will not return to the previous ones?

President Ryor: That is correct.

Mr. Cranston: So we don't get some of these people who come in late who say "I missed that?"

President Ryor: That is correct. I don't want there to be any misunderstanding about that. We are now on "Goal: An Independent, United Teaching Organization." I have no one wishing to amend, to speak for or against. I will rule that "Goal: An Independent, United Teaching Organization" is closed.

The third goal area, "Goal: Professional Excellence." Are there any amendments to that area? Having no one at the microphones, I am going to rule that that area is closed.

The next area, "Goal: Economic and Professional Security for All Educators."

I have an announcement. A yellow AMC Hornet station wagon, Florida 8161—your lights are on. I don't know why, for the life of me. But here it is. That is somebody who really got here early to get a seat.

Any amendments on "Economic and Professional Security for All Educators"? Microphone 14, *Tony Almario*, Maryland, point of inquiry.

Tony Almario: (Maryland): *Tony Almario*, Maryland, speaking as an individual. Mr. Chairman, do we have a motion right now to limit debate on these items?

President Ryor: We do not.

Mr. Almario: Would it be appropriate at this time to make such a motion?

President Ryor: I am going to say No, at this time it would not. There is no point in limiting debate when we still haven't had any.

Mr. Almario: I am looking at the items of business and the time element that you put down.

President Ryor: I will entertain this motion at a later time, but not now.

Mr. Almario: Okay, thank you.

President Ryor: Microphone 1, *Dan Candura*, Massachusetts, point of information.

Dan Candura: (Massachusetts): Is it possible to ask the Program and Budget Committee what is going to happen to the \$700,000 increase in Goal Area 1.D, the federal bargaining bill, in view of the Supreme Court decision?

Vice-President Willard McGuire: If you would look on page 3 of this document, near the bottom of the page just above the Committee members' names, by the third of the black dots that are there, this is the recommendation that came from the Board of Directors at their meeting Sunday evening following the Supreme Court decision.

There was \$913,939 in that particular objective, much of which was for the working with three teacher lobbyists in each congressional district of this country. The primary goal of that, of course, was achievement of a federal collective bargaining bill. But that concept is very important to achieving all of our legislative objectives. So the plan being recommended here is to continue the teacher lobbyist part of it and to use the balance of the money, which is approximately half of what is there, to direct the staff over the next couple of months to prepare programs that they think will have the greatest impact on state and local bargaining and to bring those recommendations to the NEA Board at its first meeting this fall. And if adopted by them, the programs that would achieve bargaining rights in the best way possible would then be implemented.

President Ryor: Thank you. Microphone 3, *Larry Russ*, California.

Larry Russ: (California): *Larry Russ*, California, speaking as an individual, and also as vice-chairman of the PTA Retirement Committee. When I look at the budget, on page 17 I see \$98,411 allocated for us in the retirement services.

I recognize that at the present time we are concerned with present teaching situations, but I think all of us need to be concerned about our future. Out of a \$49 million budget, \$98,000 seems inconceivable to me for things that we have to work for ourselves.

Last year I attended the budget hearings, and I expressed the same concern. I was told at this time that something would be done to rectify it. I recognize that \$10,000 has been added to the budget, but at the same time it is far short of what we need.

I did have a letter from your office recognizing that you also were concerned about retirement and would attempt to do something about it. I hope that next year's budget would reflect something far greater than what we have.

President Ryor: Thank you. Any further comments on this item? No one is at the microphones. I will rule that goal area is closed.

The goal area "Significant Legislative Support for Public Education" is now open. No one at the microphones? I am going to rule that that goal area is closed for discussion.

The next goal area is "Human and Civil Rights in Education." We have no one at the

microphones to speak to the question of "Human and Civil Rights in Education." That goal area is closed for purposes of discussion.

"Support Area: Communications." We are now in the support areas, page 7. Are there any comments, questions, or amendments? The support area of "Communications" is closed for purposes of discussion.

We will move to "Support Area: Research." Any amendments or questions in regard to that item? Having no one at the microphones to speak to "Support Area: Research," I am going to rule that that area is closed.

"Support Area: UniServ." Microphone 1, *Wally Orr*, state of Florida.

Wally Orr (Florida): Thank you very much, Mr. President. I would like to yield to *Brent Thurgood* at Microphone 13.

President Ryor: Microphone 13, *Brent Thurgood*.

Brent Thurgood (Utah): *Brent Thurgood*, speaking for the Utah delegation. I would like to move that we make an amendment to the budget. We move that the UniServ funding in the proposed 1976-77 budget be increased by an additional \$1,701,000 and, further, that the UniServ guidelines be amended to implement this additional funding—that would be first-year units, \$9,000; second-year units, \$9,500; third-year units, \$10,000; fourth-year units, \$10,500—and that the funding be derived from the estimated surplus in the 1975-76 budget or the cash surplus.

I would like to speak to this motion. I have a seconder at Microphone 12, and he would like to also speak to the motion.

President Ryor: Well, you have the right as maker of the amendment; then we have to take them in the order they come. Microphone 12 for the second.

... Motion was seconded by *Bob Anderson* of Colorado.

President Ryor: Thank you. Back to Microphone 13.

Mr. Thurgood: Just a little clarification here. First of all, we feel that the funding process certainly needs review as suggested by the NEA Board of Directors. We endorse the plan for the review of UniServ. However, we feel that to look at program revision and to relegate funding to study is hypocrisy when we need to fund existing units before they die on the vine while we are reviewing and evaluating systems.

UniServ funding has focused on establishing new units. It is now time, and past time, for the last six years, to provide funds to keep up with the spiraling inflation, which has been in excess of 30 percent. To disregard adequate funding of the delivery system of the vital UTP program is to spell disaster for the program goals of NEA and of UTP if funds exist now in the NEA budget; \$11 million is unallocated for fiscal 1976-77.

It is folly to let these funds be idle when they can be used in a productive way. Let's use \$1.7 million to ensure success and a positive reaction to UniServ programs.

President Ryor: Your time is up, sir.

Mr. Thurgood: Thank you.

President Ryor: *Lauri Wynn*, Wisconsin. Microphone 14.

Lauri Wynn (Wisconsin): *Lauri Wynn* from Wisconsin. Mr. President, it grieves me greatly to find myself in opposition to an item that urban associations at this time have determined that they need. But I think that we have to talk about all of the NEA. And all of the NEA would indicate that if there is some money set aside, there will not be those among us who will vote to get it because it is available, but there will be those of us who are anxious to make sure that the organization is as fiscally sound as possible in a time when we are being attacked from all sides. And that we will not find ourselves to be gluttons or find ourselves to be those who will not extend at our local and state levels a degree of obligation financially and professionally to build and strengthen ourselves as a teachers organization.

I believe that the budget that is proposed, without amendments, is one that is fiscally sound and is one that will allow NEA to have available moneys to do those things for all of us when it is necessary. I would call upon this body—

President Ryor: Your time is up, *Lauri*.

Ms. Wynn: I would call upon this body to defeat the amendment. (Applause)

President Ryor: Microphone 1, *Joe Triolo*, Illinois.

Joe Triolo (Illinois): Mr. Chairman, *Joe Triolo* of the state of Illinois. I rise to a point of information, and I would like to direct my point to the executive director, *Mr. Herndon*.

President Ryor: All right.

Mr. Triolo: What long-range impact would this amendment have on the other aspects of the budget, if not the entire NEA program?

President Ryor: Terry.

Executive Director Terry Herndon: Well, if we speak about long term, moving beyond the 1976-77 year, the amendment as proposed, as I understand it, would create a deficit this year, this coming year, of \$1.7 million.

We have surplus funds that would cover that in 1976-77, but the second part of the amendment is to change the UniServ guidelines so it becomes an increased subsidy, an increased payment to UniServ funds, so it becomes a part of the ongoing policy of the organization, I would assume. If it passes, it would not be the intent of the organization to rescind that next year, and the extra \$1,500 would become a part of the UniServ structure.

If that is the case, I think we would have to anticipate that in 1977-78 we would have to cut a comparable amount from other programs. Now I could not say which programs they would be, but if current inflationary tendencies continue, our \$50 million budget will require in 1977-78 in excess of \$2 million to stay even. Add to that the \$1.7 million deficit, plus the fact that we have completed the unification process and will not continue to have windfall membership, and I think we can assume that it would lead to the absolute necessity that this year's level of program in other areas be reduced by \$3.5 million the next time this Assembly adopts a budget.

President Ryor: Microphone 6, Ron Bruch, point of information.

Ron Bruch (Missouri): That point has been answered.

President Ryor: Microphone 6, Joe D'Andrea, a point of information.

Joseph D'Andrea (Pennsylvania): Joe D'Andrea, Pennsylvania. Mr. Ryor, I did call for a question, but I have a statement. The question was answered. May I make a statement regarding UniServ?

President Ryor: If you want to speak for or against the motion, it will be necessary to get in line to do that, Joe.

Mr. D'Andrea: Okay, we will try again.

President Ryor: Thank you. Ray Gran, Microphone 23, Indiana, point of information.

Ray Gran (Indiana): President Ryor, Ray Gran, Indiana. I have a question about the unanticipated funds in the budget that is before us. If this amendment were to pass, would this be used to fund the UniServ, or would the UniServ funding come from some other program area?

President Ryor: Well, I think I can answer that. The directive is quite clear: The intention is that it come from the unanticipated revenue over expenditure.

Mr. Gran: Do we have any figures on that?

President Ryor: Your question was whether, if this motion were passed, the funds would come from the unanticipated revenue over expenditures or from other program areas. My ruling is that the motion is very specific: It would have to come, for this year at least, from the unanticipated income over expenditures.

Mr. Gran: Okay, that answers about half of it. Now, I am not sure how to phrase this, so please bear with me. There are surpluses in there now that are designed to do certain things—some of it can be used by the Board of Directors by a vote, some of it can be used by the Executive Committee. Will that be sufficient? In other words, are there sufficient extra moneys in there without depending on income that is not anticipated at this time?

President Ryor: I am going to ask Terry to respond to that, Ray.

Executive Director Terry Herndon: I indicated in response to the earlier question that we have sufficient reserves to cover this appropriation this year, but we probably could not cover the long-term consequences. Let me review the circumstances for you at the moment.

As many of you who were at the Board meeting heard me say, if we assume that we will collect the \$17 million in dues that is outstanding as of May 31, which as always has to be an assumption, we will have in this year, 1975-76, a surplus of revenue over expenditures slightly in excess of \$1 million.

Now, the \$17 million in dues outstanding that I mentioned does include \$3.5 million in dues owed to us by the New York State United Teachers. I could leave it for you to make your own judgment as to whether NYSUT will voluntarily transmit to us that \$3.5 million. But our preliminary negotiations with them suggest that they do not intend to do so. It will require many months, perhaps many years, of litigation to bring about the transfer of our \$3.5 million from the bank accounts of Mr. Hobart and Mr. Shanker to the accounts administered by Mr. McGarigal. It will likely cost several hundreds of thousands of dollars in litigation to do so.

So, if we assume that we collect all of our dues in 1975-76, we will have \$1 million in excess revenue over expenditures. Now if we add that million dollars, as of the end of this year we would have an accrued surplus of about \$11 million. Let me remind you of the pieces, however.

That assumes that we collect the \$17 million in dues outstanding, including the \$3.5 million

from New York. It includes \$3.1 million in fixed investments, \$1.9 million of which are long-term bonds purchased a long time ago by the NEA Board of Trustees that no longer exists. They have a current market value of \$1.6 million. If we had to sell them prior to maturity, we would take a substantial loss. The other fixed investment is a piece of property in Reston, Virginia, valued at approximately \$1 million. Our appraisers and auditors advise us that the best way to deal with that property is to market it in sections over time, not to sell it immediately as a single parcel. It includes \$1 million that the Board of Directors has allocated toward the Bylaw mandate to improve cash reserves of \$3 million by 1980, and it includes the funds appropriated to finance this summer's conference of WCOTP.

When all is said and done, we have \$2-3 million of relatively liquid cash that, as I indicated, could deal with this year, but it could not deal with it beyond this year. And it does involve all of our liquidity and, as I indicated earlier, would lead to the inevitability of program adjustments in excess of \$3 million in the next budget.

President Ryor: Thank you. Microphone 13, *George Lewis*, North Carolina, point of information.

George Lewis (North Carolina): Yes, sir, Mr. President. *George Lewis*, North Carolina. This question is not about the discussion. We have received a communication in our delegation that says "John Ryor for President of the United States of America."

We want to know if this is to be considered as a write-in, or if you want us to seek your nomination at the convention? (Applause)

President Ryor: Microphone 8, *John White*, Overseas, point of information.

John White (Overseas): *John White*, Overseas. According to the New Business Item 50 that was adopted yesterday, they are talking about funding to ensure implementation of this regional council. Has this money been appropriated or set aside now that it's been passed by this body before we decide on \$1.7 million?

President Ryor: The answer is No. If the body wants to see it implemented, the budget would have to be amended to take care of that.

Vice-President Willard McGuire: No funds have been specifically appropriated for that purpose—that is true.

Mr. White: Do I understand this body needs to make such an amendment?

President Ryor: It doesn't need to; if it wants that to happen specifically, it has to make some amendment. The need is a matter of perception, I suppose.

Mr. White: Thank you.

President Ryor: Microphone 8, *Al Cranston*, state of Wyoming, point of information.

Al Cranston (Wyoming): Thank you, Mr. President. *Al Cranston*, Wyoming. As I understand the amendment, the \$1.7 million is to come from unanticipated revenue this coming year, not from present surplus. Is that correct?

President Ryor: Well, let me share this again with you, Al—the funding would be derived from the estimated cash surplus in 1975-76 budget.

Mr. Cranston: If this amendment is passed and we don't have the surplus, what happens?

President Ryor: Well, if we have no cash surplus, I'd suggest that it would have to come then from the unanticipated revenue over expenditures.

Mr. Cranston: And if we don't get that unanticipated revenue over expenditures, then what happens? Do we cut other programs to use the money here if we don't have it?

President Ryor: It would seem to me that the answer to that would have to be Yes.

Mr. Cranston: Thank you.

President Ryor: Microphone 8, *David Packard*, Nebraska, speaking for the amendment.

David Packard (Nebraska): Mr. President and fellow delegates: In deference to those who have spoken eloquently against this item, I'd like to urge the delegates on behalf of our state board of directors to affirm this amendment.

In Nebraska our locals face growing adversity, from our smallest locals to our largest. Arbitrary board actions at the term, and at termination hearings, are making it difficult to serve its members. Therefore, it seems only good sense to put money into UniServ—probably the most direct and immediate service to members.

Nebraska is a model state for local and state UniServ units. The relationship between our units remains healthy in every respect. There appears to be sufficient money in the proposed budget to fund this increase without substantially restricting NEA programs.

This organization should have \$2 million in cash. This proposal does not require that much. We urge you to put that money into direct services to members. Thank you.

President Ryor: Your time is up. Microphone 2, *Mary Kay Kosa*, Michigan.

Mary Kay Kosa (Michigan): *President Ryor*, *Mary Kay Kosa*, Michigan, member of the NEA UniServ Advisory Committee, speaking as a member of that Committee. UniServ has been the greatest delivery system of any organization anywhere in this world. (Applause) We are providing services to members, and that is where it has to be.

However, to provide a UniServ delivery system without the program to back it up in this day of all of the problems that teachers in this nation are facing—and those of us in our classrooms each day know what they are—would be disaster. UniServ is nothing without program, and program is essential in this organization.

I oppose this amendment, and I hope that the rest of this delegation realizes that we must be about the business of serving teachers with UniServ and program. Thank you. (Applause)

President Ryor: Microphone 6, *Clarence Reeves*, state of Iowa, speaking for.

Clarence Reeves (Iowa): *Clarence Reeves* from Iowa, speaking as an individual. I am speaking in favor of this amendment. We all realize that inflation has hit at the national, the state, and the local levels. We need more money at all three levels of governance.

Some locals and states are in a more critical condition financially than others. If your local or state is one of those that is in dire need of more UniServ funding, you know what I mean. If you are fortunate enough to have adequate UniServ funding, please remember that everyone is not as fortunate as you. I ask that you support this motion.

President Ryor: Microphone 8, *Tony Butler*, state of Alabama, speaking against.

Tony Butler (Alabama): Mr. President, *Tony Butler*, state of Alabama. I speak for our delegation in part and as an individual. We voted in Alabama to accept the budget as presented by the Board of Directors.

Having been on the Budget Committee and having gone over these, having received input from all sections of our membership and also having received input from the UniServ Advisory Committee and other sources, I would have to speak against the amendment.

We recognize the fact that there should be more money put into UniServ. But how can we get the money? Must we come here to cut other programs to put more money into UniServ? We have suffered, we have fought hard, we have tried to be fair. I believe we have a balanced budget, justice to all, and I would hope that we would pass this balanced budget as we have presented it. (Applause)

President Ryor: Microphone 23, *Stan Irwin*, Indiana, speaking for.

Stan Irwin (Indiana): Mr. President and fellow delegates, I think everybody here realizes that the UniServ program has been the one thing that has benefited the UTP the most. I know it has in the state of Indiana. (Applause)

And for the past six years we have not had increased funding in UniServ from the national level, and we have taken the brunt at the state and local levels for that.

I might remind you that this advisory group that is going to be looking at UniServ is going to be fine, but I hate to see some of our locals dying on the vine waiting for a report to come back to us telling us that we are dying financially. We need additional money in UniServ.

I might also remind you that we have another \$5 dues increase coming up in a couple of years. When I go back to my members, I want to be able to tell them that NEA is helping them at the level that they see, and that is at the UniServ level. (Applause)

And to simply say that you are going to give 50 cents of a \$5 dues increase is terrible.

President Ryor: Your time is up.

Mr. Irwin: Thank you very much.

President Ryor: Microphone 6, *Nancy George* of Iowa, point of information.

Nancy George (Iowa): *Nancy George*. *President Ryor*, is there any way of estimating the financial impact of this amendment—say, two years from now—if it is passed?

President Ryor: I think Terry shared earlier those estimations with you and their impact. The surplus that is alluded to, certainly the unexpended funds from revenue over the expenditures, can be spent once, and one cannot anticipate next year that that same thing is going to happen. And given the facts that Terry laid out, I would suggest to you that it is probably not going to happen. So it would mean, it seems to me, a rearrangement of the program in the next budget year.

Ms. George: But do you have any idea of how many dollars it is going to take to fund the UniServ program next year and the year beyond, and of what kinds of adjustments would have to be made in that budget as far as the financial impact?

President Ryor: Well, you have \$1.7 million added to the budget. The impact next year, it

seems to me, if there is no unexpended surplus, would be \$1.7 million additional dollars on top of that to be rearranged from the program. And it seems to me that if it stays that way, it is built in each year thereafter.

Ms. George: But would that figure remain constant with the increase in the number of UniServ units that will be occurring?

President Ryor: Well, as Terry pointed out, now that unification is completed, I don't know how many more UniServ units there still remain to be funded in the country—that is, how many units there could be.

Ms. George: All right. But then the \$1.7 million does not include those?

President Ryor: That is correct. It does not.

Ms. George: All right, thank you.

President Ryor: Microphone 8, *Claude Dyer*, Oklahoma, a point of information.

Claude Dyer (Oklahoma): *Claude Dyer*, NEA director, Oklahoma, speaking as an individual. I have a question. I believe in the motion before you it states that the funding shall be derived from the estimated surplus in the 1975-76 budget or the cash surplus. And yet the president has stated that the other programs will suffer if the funds are not there.

I do not read the motion that if the funds were not there, it would come from other programs. I read the motion that if the funds were not there, it would be funded to the extent of the surpluses. Is this correct?

President Ryor: Now, so that I understand, Claude, you are saying that if there is no surplus, then we will not fund the UniServ program.

Mr. Dyer: That is my interpretation of the motion.

President Ryor: Well, I don't know how we'd deal with that, Claude. I think there might be a misunderstanding. The question asked by Nancy is, What would the program implications be? There would be no problems. The question was also, What would happen after this year with the budget? I said that if there is no unanticipated surplus over expenditures, it would mean that we would have to take money from other programs to adjust and meet the need. I think that is still true.

Mr. Dyer: Has the next \$5 dues increase been committed?

President Ryor: No. Microphone 23, *Laurence Morgan*, state of Tennessee, point of parliamentary inquiry.

Laurence Morgan (Tennessee): Mr. President, is it possible to limit debate? Yesterday we had a ruling there where we could limit debate. If we keep on with an unlimited debate this morning, we are not going to be out of here by 12. Would the Chair entertain a motion to limit debate or to close debate on this particular question?

President Ryor: I will entertain a motion.

Mr. Morgan: Could I make that motion?

President Ryor: The motion is to do what now?

Mr. Morgan: To close debate.

President Ryor: Oh, no, you got it on a point of information.

Mr. Morgan: I got it on a point of inquiry. I hope someone does it because I think we have had enough discussion. (Applause)

President Ryor: Microphone 24, *Gail Husbands*, a point of information.

Gail Husbands (Georgia): *Gail Husbands*. Mr. President, is it not true that we have a mandate from the RA to accumulate a surplus?

President Ryor: The answer is Yes, we have.

Ms. Husbands: And did we not increase our UniServ funding this year when we adopted the new UniServ guidelines?

President Ryor: There's \$650,000 more built into this year's budget than into last year's, yes.

Ms. Husbands: And is it not true that we cannot accumulate this reserve as mandated if every year we continue to spend our surplus?

President Ryor: That is true. Microphone 6, *Joseph D'Andrea*, Pennsylvania.

Joseph D'Andrea (Pennsylvania): *Joe D'Andrea*, Pennsylvania, speaking for the delegation. We support the UniServ program and additional money. This great vehicle or delivery system called UniServ is going to ride on a road full of potholes if we continue this trend whereby we support the programs, and no programs for our members. We are against the amendment and stand fast on the approval of budget as printed. (Applause)

President Ryor: Microphone 4, *Mary Hatwood*, state of Virginia, speaking for.

Mary Hatwood (Virginia): Mr. President, *Mary Hatwood* from Virginia, speaking for the

delegation. I will not take the time to reiterate our concerns because I think they have been very well stated by those speakers speaking for.

I would simply like to say that the Virginia delegation goes on record in support of the amendment.

President Ryor: Microphone 11, *Alan Davenport*, New Jersey, speaking against.

Alan Davenport (New Jersey): Thank you, Chairman Ryor. *Allan Davenport*, New Jersey. I move to close debate. (Applause)

President Ryor: There is a motion to close debate on the amendment. Is there a second to that motion?

... *Motion* was seconded by *Robert Mosley* of Connecticut.

President Ryor: The motion is to close debate on the previous question. All those in favor ... opposed ... *debate is closed.*

The motion before you is the amendment to "Support Area: UniServ." And it reads as follows:

That the UniServ funding in the proposed 1976-77 budget be increased by an additional \$1,701,000 and, further, that the UniServ guidelines be amended to implement this additional funding as follows: first year, \$9,000; second year, \$9,500; third year, \$10,000; fourth year, \$10,500. And that the funding be derived from the estimated surplus in the 1975-76 budget, or the cash surplus.

You have heard the amendment. I will place the motion. All those in favor ... opposed ... *the motion fails.* (Applause)

There's been a division called for on the issue. Please turn the house lights up. All those in favor please stand ... *opposed please stand ... the motion fails.*

We are back to the main item—"Support Area: UniServ." I have Microphone 5, *Kent Francis*, state of Michigan.

Kent Francis (Michigan): *Kent Francis*, state of Michigan, speaking as an individual. I pass.

President Ryor: Thank you. Microphone 3, *Steve Edwards*, California, point of parliamentary inquiry.

Steve Edwards (California): Thank you, Mr. President. Just a quick question. Are we operating, sir, under the procedures established for debate on all New Business Items when we discuss the budget, Resolutions, et cetera? That is, do we have two for and two against, alternating?

President Ryor: No, we have no rule limiting debate on the budget issue at this point. We have been taking for and against as we get them. And points of order.

Mr. Edwards: But there is no limited debate?

President Ryor: No, there is not.

Mr. Edwards: Thank you very much.

President Ryor: Microphone 23, *Ed Johns*, state of Indiana, point of information.

Ed Johns (Indiana): *Ed Johns*, Indiana. Mr. President, I would like to gain some enlightenment on an earlier answer from the Chair in response to a question. It was asked, in reference to New Business Item 50, if it would be necessary to make changes in the budget in order to implement that item. And the Chair answered Yes.

For my enlightenment—I am looking at page 3 of the budget document where the \$713,000 earmarked for the federal collective bargaining law is to be transferred to other programs recommended to the Board of Directors at their first meeting. I am a little unclear in regard to the word "mandate"—why that does not mean that a portion of this money will be used for the purpose of the New Business Item. Can you enlighten me on that, sir?

President Ryor: Let me restate the case here. There are 70 New Business Items. Many of them have budgetary implications. Now, the Board of Directors in reviewing the New Business Items will try to implement, within the parameters of the budget, as many of the New Business Items as they can, barring any specific motion to change the proposed budget to effect any particular New Business Item.

However, should the body amend the budget to mandate that a specific New Business Item be funded or dealt with, then, of course, it would mean amending this budget here. If you do not amend the budget, we will go over all of the New Business Items in the fall in any event and try to accomplish as many of those issues as we can within the limitations of the budget.

Mr. Johns: I understand. Thank you, sir.

President Ryor: Okay. *Peter Toggerson*, North Carolina, Microphone 13.

Peter Toggerson (North Carolina): *Peter Toggerson*, North Carolina, speaking as an individual. I'd like to move to limit debate to three for and three against, with a one-minute time limit. I have a second.

... Motion was seconded by *Newel Standley* of Utah.

President Ryor: The motion by *Mr. Toggerson* is to limit debate to three for and three against, with a one-minute time limitation for all speeches. It requires a two-thirds vote. It is not debatable. I would like your attention before I place the vote. All those in favor . . . opposed.

Let's try that once more. All those in favor . . . opposed . . . the motion carries.

Microphone 10, *Ed Arriaga*, state of Arizona.

Ed Arriaga (Arizona): *President John Ryor*, I would move to close debate on the total budget, if that is possible.

President Ryor: I think that would be out of order inasmuch as I promised a discussion of each one of the items as we come to them. I would entertain a motion to close debate on the UniServ question.

Mr. Arriaga: I so move.

President Ryor: The motion is to close debate on the UniServ area. Is there a second to that?

... Motion was seconded by *Ken Bruckney* of Arizona.

President Ryor: Thank you. The motion is to close debate on the support area of UniServ. I will place the motion. All those in favor . . . opposed . . . debate is closed.

We will move on to the next area, which is "Governance." I have a point of information, Microphone 8, *John White*, Overseas Education Association.

John White (Overseas): *John White*, Overseas Education Association. I'd like to ask the Chair for instructions on the correct method of amending the general recommendations of the program budget as found on page 3. I should like to somehow put one in on this item as a specific direction to the Board.

President Ryor: Just a moment. We will try to get that for you.

Mr. White: I have it written.

President Ryor: Yes. You are talking about the third paragraph under "General Recommendations of the Program and Budget Committee," the one that refers to the amount of money in the budget for securing collective bargaining legislation?

Mr. White: No, not specifically. What I am referring to is on page 3, immediately above where it says "Chairperson: *Willard McGuire*," the fourth item from the bottom. I am wanting to know how do I put in a fourth item with a black dot?

President Ryor: I will allow you to amend that recommendation area. That is the way to proceed with it.

Mr. White: In other words—

President Ryor: Let me see what your amendment is. All right, I would entertain a motion to that recommendation. Why don't you place it, and we will deal with that now inasmuch as it is very much connected with the previous discussion. Microphone 8. Ladies and gentlemen, I direct your attention to page 3 specifically; listen carefully to *Mr. White's* amendment.

Mr. White: I would like to add the amendment:

It is recommended that the Board of Directors appropriate funding to insure the functioning of the New Business Item 50, titled "Regional Bargaining Councils," as mandated by the R.A.

And I have a second.

... Motion was seconded by *Perry Slagle* of the Overseas Education Association.

President Ryor: All right, thank you. *Mr. White*:

Mr. White: The only thing I might specifically say is that we in the Overseas Education Association as of this day, this morning at 8:30, are in the process of bargaining collectively with the Department of Defense in Washington, D.C., as the first collective unit worldwide to do so.

Our position is that if we have mandated that we have regional bargaining councils, we think it is unnecessary and a very vitally important part of this NEA group to fund this position. Also, we feel that other organizations might benefit from our experience with the Department of Defense.

President Ryor: Your time is up, sir. If you want to close with—

Mr. White: I urge your support.

President Ryor: Thank you. Now the debate is on the amendment proposed by *Mr. White* directing that an additional sentence be added on page 3, "General Recommendations,"

to direct the Board of Directors to appropriate funding to ensure the functioning of the New Business Item 50, "Regional Bargaining Councils," as mandated by the R.A.

Do I have any comments in that regard? At Microphone 23, *John Knauff*, Indiana, point of information.

John Knauff (Indiana): *John Knauff*, Indiana. Could you explain to me, please, the reasons for a \$222,000 increase for next year's Representative Assembly?

President Ryor: I will entertain that point when we get to that issue.

Mr. Knauff: Thank you.

President Ryor: Any other questions in regard to *Mr. White's* amendment? Having no one at the microphones, we have nothing on *Mr. White's* amendment. I will place the amendment before you and read it again. To amend the recommendations found on page 3, just above "Chairperson: *Willard McGuire*, vice-president, of Minnesota," to add a sentence, that the Board of Directors appropriate funding to ensure the functioning of New Business Item 50, "Regional Bargaining Councils," as mandated by the R.A.

All those in favor . . . opposed . . . *motion fails*.

Division has been called for. All in favor please stand . . . opposed please stand . . . *the motion fails*.

I'd like to move then to "Support Area: Governance" on page 7 of your document. I have a point of information, *Mr. Knauff*, at Microphone 23, Indiana.

John Knauff (Indiana): *John Knauff*, Indiana. Could you briefly explain the necessity for the large increases in the Representative Assembly funding and in the Board of Directors funding for next year?

President Ryor: *Mr. McGuire*.

Vice-President Willard McGuire: *Secretary-Treasurer McGarigal* will respond.

Secretary-Treasurer John McGarigal: With regard to the part of the question that deals with the increase in the appropriation for the Representative Assembly, there are four factors that contribute to that increase.

The first one is the elimination of the registration fee that we normally have had. This was eliminated by a Board of Directors vote, and, as such, that would increase the cost.

Second is the action taken by the Board of Directors with regard to the Resolutions Committee. As you know, policy now directs that the expenses of the members of the Resolutions Committee be borne entirely by NEA, as compared to previous policy.

The third thing would be little bits and pieces that in the past were actually costs of running the Representative Assembly but were in other parts of the budget. One of the things that we have been attempting to do over the past few years, since we entered into program budgeting, is to try and put all of the things in their proper places so as to have a true cost analysis of an area. And so certain items that had been listed in other sections of the budget have now been brought appropriately into the section dealing with the cost of the Representative Assembly.

And the fourth one, of course, would be the normal increases that we face when we make the arrangements and sign the contracts for the convention facilities, and the cost involved in having the Representative Assembly.

So these are the four things that are reflected this increase that you see in the budget.

Mr. Knauff: Thank you very much.

President Ryor: Thank you. Microphone 3, *Fred Wigglesworth*, California. Could I have your attention, please.

Fred Wigglesworth (California): President John and fellow delegates, I draw your attention to page 26 in your book under Objective 3.0, Executive Committee Program, 3.4. I would like to amend by deletion, if I may. I would like to eliminate the words "and clothing allowance." If I need a second, I have got one.

President Ryor: You will need a second.

. . . *Motion* was seconded by *Hugh Bonds* of California.

President Ryor: The motion before us is to amend the program area in "Governance," page 26, Program 3.4, "Officers' Benefits"; the last three words of the paragraph, "and clothing allowance," are to be deleted. *Mr. Wigglesworth*.

Mr. Wigglesworth: I speak as an individual. My local, myself, and many people I have spoken to here are concerned about the cost of the dues increases, et cetera, and I am going to have a great deal of trouble explaining and justifying to the people in my local a thousand dollars a year for clothing allowance for the Executive Committee, which I understand is the amount of money being appropriated.

I have spoken with *Mr. McGarigal*, and he says that the AFT has a \$6,000 clothing

allowance. I was talking with Mr. Dunn. He said that some member of the Board had suggested a \$3,000 clothing allowance. I am against it.

There's an awful lot of money; a man has to have a lot of money to run for the Executive Committee. I might suggest that when anyone aspiring to this Committee declares his candidacy, he submit his dimensions as well.

President Ryor: Your time is up, sir.

Mr. Wigglesworth: Time is up?

President Ryor: Yes, sir.

Mr. Wigglesworth: Oh, thank you.

President Ryor: Microphone 8, Tony Butler, Alabama.

Tony Butler (Alabama): Mr. President, *Tony Butler* of Alabama, speaking as an individual. This is one part of the budget that I had no idea would come up. I would be forced to speak against this amendment. This is one area over which I almost lost my wife, being on the Board of Directors. She has bought me three bags in one year.

The Executive Committee members have to fly across this country and do the business of this Association. If we cannot provide something of that nature for the amount of clothes, the amount of bags and things that they must lose and wear out, I would have to frown on this organization. I would hope that this organization would be fair, would be just, and would say that, yes, we ought to pay these people for flying across the country to keep this great organization intact.

President Ryor: Microphone 5, Clyde McQueen, Michigan.

Clyde McQueen (Michigan): Clyde McQueen, Michigan. I move to close debate.

... Motion was seconded by Steve Manor of Michigan.

President Ryor: There is a motion to close debate on the previous question. All those in favor ... opposed ... debate is closed.

The amendment to Program 3.4, page 26, is to strike the last three words of that paragraph, "and clothing allowance." All those in favor ... opposed ... the motion loses.

We are back to page 7 again, "Area: Governance." We have no further items on "Governance."

I will go to the next support area, "Administrative Services." We have nothing on "Administrative Services." I will rule that the discussion on that matter is closed.

I have a request to go back to the discussion of a goal area that's been previously closed. In keeping with what I said to Mr. Cranston—that once the discussion on a goal area was closed, we would not go back—I am going to rule that we stick with that. (Applause)

The motion before us is to adopt the budget, as presented and amended. Having no further comments or questions in that regard, I will place the motion. All those in favor ... opposed ... the motion carries. Thank you, Mr. McGuire, Mr. McGarigal, and the Program and Budget Committee. I appreciate your hard work.

Vice-President Willard McGuire: Thank you.

President Ryor: Once more, no smoking in the General Assembly, in the aisles, or in the general refreshment center. Smoking only at the outer lobby.

I'd like to continue now on action on the Resolutions. I would like your attention inasmuch as the process appears to be relatively complex. It is important that we all have an understanding of how we are going to proceed.

Lois Tinson, who is the chairperson of our Resolutions Committee, will move each goal category one at a time. For example, she's already moved the Continuing and Annual Resolutions in Section A. I will then give delegates time to call in and request to hold any items, Continuing or Annual, that they wish held for individual action. And once we have those, I will announce those items that are being set aside in that particular area for the purpose of discussion. Then we will vote on those Resolutions that have not been held.

In other words, it is not my intention to call up each Resolution proposed for continuation. If there are no objections to the Resolutions in a particular goal area, we will simply hold a vote on all of those issues in Resolutions that have not been set aside particularly for debate.

Yesterday when we recessed, we had before us a motion by *Philip Hanley* to delete all of Resolution 76-10. Now, at that time I accepted that amendment and said that it would be the first one considered this morning. So I am going to deal with that amendment. But once we have cleared the discussion on that amendment, we will go back to the process I have outlined. So if you have amendments on any of the Resolutions in Section A, National Advocate for Education, now would be the appropriate time to call in and let us know by number which one you want debated. Then I will read all those and place the motion later.

At this time we are going to go back to the piece of business that was unfinished yesterday, that is Resolution 76-10, Zionism, page 5. Microphone 2, *Ron Massey*, state of Montana.

Ron Massey (Montana): Mr. President, at this time is there any motion on the floor to limit debate on Resolutions?

President Ryor: No, there is not. On the floor now is *Philip Hanley's* amendment to delete all of Resolution 76-10, the issue on Zionism.

Mr. Massey: Thank you.

President Ryor: There is a question about the statement of the vote that we took. I said that you were voting on the program budget as amended. I am informed that we did not amend anything, that the budget was passed as printed.

Now then, the issue before us, Resolution 76-10. Microphone 10, *Linda Hogan*, Indiana, a point of information.

Linda Hogan (Indiana): *Linda Hogan*, speaking as an individual. Yesterday, I believe the Representative Assembly was left with the opinion that we currently had a Resolution speaking to Zionism when, in fact, the Resolution to which you were referring was a Resolution that was passed by the Executive Committee on November 17. Will you please clarify that for us?

President Ryor: I will, indeed. That was an error on my part. We have no Resolution. The Resolution is 76-10, the one before you. It was an action taken by the Executive Committee condemning the United Nations for its action in labeling Zionism as a form of racism. That was not based on a formal Resolution. We had none. This is the Resolution, 76-10.

Ms. Hogan: Thank you.

President Ryor: You are welcome. I am going to have to have your attention. The area that is in front of us is National Advocate for Education. Please call in only on those Resolutions. When we get to B, I will announce it, and I will give some time in order that we can get a list of those Resolutions under Section B that you'd like considered. I am going to ask them to remove anything from the table except Section A, National Advocate for Education. When we have completed that, I will open discussion on Section B, and we will give you some time to get your points in.

The issue before us, Resolution 76-10, Section A. Microphone 16, *Larry Yawn*, state of Texas, point of information.

Larry Yawn (Texas): Thank you, *President Ryor*. *Larry Yawn*, Texas. My question was on the budget. You have answered that.

President Ryor: Thank you. Microphone 25, *Eric Schultz*, state of Texas, point of information on Resolution 76-10. *Mr. Schultz*:

Eric Schultz (Texas): Mr. President, would it be possible at this time to have *Mr. Hanley* repeat his reason for removing the section in that it seemed to be very astute yesterday, but it may have been late in the afternoon and some of us may not know about it.

President Ryor: You may yield the microphone to *Mr. Hanley*.

Mr. Schultz: I do yield the microphone to *Mr. Hanley*.

President Ryor: *Mr. Hanley*, if you will let us know where you are. Microphone 1, please.

Philip Hanley (Illinois): My main reason for requesting to delete Resolution 76-10 is that it doesn't belong as a Resolution in the NEA booklet of Resolutions, which is a statement of belief or position of the Association, providing the direction in which our Association should be moving.

Let me point out to you that the general heading of Section A is National Advocate for Education, with Resolutions on Educational Opportunity for All, Public Education, Educational Neglect, Environmental Education, Mass Media, Deleterious Programs—and here, all of a sudden, in that list is Zionism, a condemnation of the UN's statement.

I think that this is a situation where the more we add, the more we subtract. It is like adding water to a very fine liquid of your choice. Another parallel that I would give is—

President Ryor: Your time is up, sir. *Erwin Kweitko*, state of California, Microphone 3.

Erwin Kweitko (California): Mr. Chairman, any continued discussion on this amendment or on this Resolution 76-10 is personally degrading and insulting. I am a Zionist; I am not a racist. I move the question, and let's get over with it.

President Ryor: Sir, you got the microphone on a point of information. I cannot entertain your motion.

Mr. Kweitko: Then I make it a point of personal privilege. I am continually being insulted and degraded by this discussion. I am not a racist; I am a Zionist. I wish we would vote on it and get it over with.

President Ryor: I understand your feelings. I cannot entertain your motion to close debate. You got the microphone on a point of privilege.

Mr. Kweitko: I understand that. It is against the Assembly's Rules, I take it, to insult or degrade a member. Would you please rule on my point of personal privilege, then?

President Ryor: Well, I am going to rule that the motion to delete is in order.

Mr. Kweitko: Thank you.

President Ryor: Microphone 7, *Martha Wood* of the state of Virginia.

Martha Wood (Virginia): *Martha Wood*, as an individual, Virginia. I would like to yield my time to *Evan Goldman* at Microphone 11, please.

President Ryor: Microphone 11.

Evan Goldman (New Jersey): *Evan Goldman*, New Jersey, speaking for the delegation. I'd like to answer *Mr. Hanley's* statement by saying very simply that if *Mr. Hanley* would address himself to the Preamble of the Constitution of the National Education Association, it states that it is your responsibility to promote and protect human and civil rights. If he would consult the Bylaws of our Association, Section 1, the objectives, he would find that under Statement I, we have to develop and provide leadership in solving social problems. And if *Mr. Hanley* would have given the complete reading of Section A, he would have noticed there is also a Resolution 76-8 that is a Resolution passed by this body in previous years dealing with World Hunger.

I am a Zionist. I stand very strongly for this item. It is our responsibility to correct a misconception that has been given to the world by the United Nations that Zionism is equated with racism. We have a responsibility to our children, we have a responsibility to the other people of the world to take a leadership role.

In another part of the world quite removed from this position more Israeli citizens and other citizens are setting about to the—

President Ryor: Your time is up.

Mr. Goldman: I urge this body to vote against deleting Resolution 76-10.

President Ryor: Microphone 3, *Gerald Turnoy*, California.

Gerald Turnoy (California): *Gerald Turnoy*, San Jose Teachers Association, speaking as an individual, in opposition to the amendment to delete from our basic policy the statement in Resolution 76-10.

I, too, as an American believing in the freedoms and the rights and the human dignity of every human being of every background in the world; I, too, as a Jew with a history of thousands of years not merely of persecution but also of struggle for freedom; I, too, as a Zionist believing that every person has a place in the sun, strongly urge that we not repudiate the Executive Committee action of notifying the United Nations, as it has, that it hopes the United Nations will continue to struggle not only through its political forums but also through its technical agencies to promote the cause of world peace, to fight hunger, to fight ignorance, to fight poverty, to fight disease. Thank you.

President Ryor: Microphone 6, *Alvin Goldberg*, state of Pennsylvania, a point of parliamentary inquiry.

Alvin Goldberg (Pennsylvania): *Alvin Goldberg*, Pennsylvania. The motion which is on the floor, is that a main motion at this point?

President Ryor: Yes, the motion is to delete Resolution 76-10 on page 5.

Mr. Goldberg: Before this motion was made, there was discussion on a motion.

President Ryor: Well, yesterday there was an amendment to add a sentence regarding the Palestinians. That amendment was defeated.

Mr. Goldberg: What was the main motion on which that amendment was made?

President Ryor: Well, the main motion is on a Resolution. We have a motion by *Lois Tinson*, the Resolutions Committee chairman, to adopt Section A, National Advocate for Education.

Mr. Goldberg: Well, then, I believe that what is on the floor now is out of order because if you are going to make a motion not to have consideration, it ought to be made before there is any discussion.

President Ryor: *Mr. Goldberg*, I entertained the motion. I ruled it is in order.

Mr. Goldberg: Thank you.

President Ryor: Microphone 14, *Mr. Nirenstein*, Connecticut.

Morris Nirenstein (Connecticut): NEA has taken many positions on human rights, revenues, and humanitarian concerns. Resolution 76-10 is rightly in line with NEA-established concerns. I ask that if you are concerned, support Resolution 76-10. For we know not for whom the bell tolls—it may toll for each and every one of us.

In examining how Resolution 76-10 affects me personally, I say this: I am an American, I am a teacher, I am a member of the United Teaching Profession, I am a Jew, and I am a Zionist—and proud of every one of them. Many of the delegates from all over this country know me, President John, for together we have worked for our Association.

I say to you that I am no racist. I ask your support of Resolution 76-10. And let us not equivocate by amending it or deleting it. I expect to meet with the president of the Israeli teachers organization next week. Let me be able to say to him proudly that the NEA rejects the equation of Zionism and racism. Thank you.

President Ryor: Your time is up. Microphone 4, *Janet O'Neal*, speaking for.

Janet O'Neal (Virginia): I'd like to yield my time to Microphone 1, *Jay Weisman*.

President Ryor: Microphone 1.

Jay Weisman (Virginia): *Jay Weisman*, state of Virginia, speaking as an individual. As educators we cannot stand by and see people influenced by the restrictive and prejudicial definition of racism as expounded by the UN. We as educators have the duty and responsibility to take a stand when other countries have abused the original intentions of the United Nations.

During the 1930s and during World War II in Germany, most educators remained silent while the systematic extermination of the Jews began. We must not remain silent on this issue because silence will imply agreement with the UN resolution. We of the Delegate Assembly in passing this Resolution are affirming a stance taken by *Mr. Ryor* and our Executive Committee. I strongly urge that you vote against deletion of Resolution 76-10. Thank you.

President Ryor: Ladies and gentlemen, we have 38 speakers on Resolution 76-10. Now, I seriously doubt that any new information is going to be introduced that hasn't been discussed extensively. (Applause)

If there is no objection in the body, I would like to place the motion on the amendment to delete. Hearing no objection, I am going to place *Mr. Hanley's* motion. The motion is to delete Resolution 76-10, page 5, on Zionism. All those in favor . . . opposed . . . the motion loses.

Now I'd like to remind you once again that we are dealing with National Advocate for Education. So far we have three slips suggesting that they would like to talk about amending Resolution A-8. I am going to place Resolution A-8 aside for purposes of discussion. And Resolution 76-9, you will find that on page 5, called Urban Development—we are going to place that aside for discussion. Resolution 76-11 on Rural Education, I am going to place that aside for discussion.

Now, are there any others? We will give you just a minute. All right, I am going to place a motion—listen carefully—and that is that we adopt National Advocate for Education Resolutions. The motion is to adopt all in Section A except the three that I have shared with you. All in favor . . . opposed . . . the motion is carried.

I will deal first with Resolution A-8. Microphone 11, *Charles Backmann*, from the state of New Jersey. You will find Resolution A-8, entitled Mass Media, on page 3.

There is a special rule that I'd like to have explained before we get started with the items. I am going to ask *Lois Tinson* to share that with you.

Lois Tinson (California): As indicated to you yesterday, the A's are the Continuing Resolutions. And unless the A's are starred in your book, those Resolutions have not been opened by the Resolutions Committee. Consequently, in order to open these Resolutions, there has to be a majority vote of this floor.

Resolution A-8 is one of those Resolutions that has not been opened by the Resolutions Committee. Therefore, Mr. President, it has to be opened by majority vote of this floor.

President Ryor: Ladies and gentlemen and *Mr. Backmann*, the question here is whether we consider Resolution A-8. I am going to place the motion. All those in favor . . . opposed . . . Resolution A-8 will not be considered. It stands just as it is.

The next issue placed aside is Resolution 76-9, Urban Development. All right, Microphone 3, *Bob Hampel* of California.

Bob Hampel (California): *Bob Hampel*, California. I move that Resolution 76-9 be amended by adding the following words on line 272:

The Association supports the utilization for educational purposes of all tax increment funds from urban renewal project areas when those funds normally intended for educational purposes are diverted to renewal projects.

I have a second at Microphone 3.

... Motion was seconded by Mary Lahey of California.

President Ryor: Thank you, Bob.

Mr. Hampel: Mr. Chairman, I'd like to speak to that motion, and I have the support of the California caucus. There is a little known fact about the urban renewal funding that the delegates should be aware.

Once a renewal area is set up, the increases in tax revenue on the renewal area property are skimmed off for use for the agency. Consequently, such moneys that would go to support education are kept out of the hands of the school districts. The district in which I teach loses 20 to 40 thousand dollars annually due to this skim-off. What we then have is a rip-off of the schools in order to benefit the construction of brick sidewalks, malls, and fountains.

If schools were not suffering a money crunch, this loss might be acceptable. But when teachers are getting RIFed and kids are suffering educational neglect, this kind of tax skimming must be brought to a halt. I sincerely hope the delegation will support this amendment.

President Ryor: Any further comment to Mr. Hampel's amendment to Resolution 76-9, Urban Development? We have no one at the microphones to speak against. I will restate the amendment. The amendment is to add to Resolution 76-9 a sentence starting on line 272 in your booklet; it will read:

The Association supports the utilization for educational purposes of all tax increment funds from urban renewal project areas when those funds normally intended for educational purposes are diverted to renewal projects.

I will place that amendment. All those in favor ... opposed ... the motion carries.

Now, I will place the main motion, if you will, on Resolution 76-9 as amended. All those in favor ... opposed ... it carries.

The next item, Microphone 8, Al Cranston, Wyoming.

Al Cranston (Wyoming): Mr. Chairman, Al Cranston, Wyoming. Is a motion in order to limit debate?

President Ryor: Yes.

Mr. Cranston: I would move to limit debate on all Resolutions to two for and two against, one minute each, with a total of 10 minutes on any one Resolution, including points of information and other dilatory actions. (Applause)

President Ryor: Do you have a second for that?

Mr. Cranston: I have a second at this microphone.

... Motion was seconded by Carl Aisenbrey of Utah.

President Ryor: I will restate the motion. It is to change the Rules so that we have no more than two for and two against, with time limits of one minute on each speech and no more than 10 minutes for any one issue, including points of information. It is not debatable. It requires a two-thirds vote of this body. I will place the motion. All those in favor ... opposed ... the motion carries.

The next Resolution in Section A, Microphone 3, Nancy McHugh from California, Resolution A-8, Point of parliamentary inquiry.

Nancy McHugh (California): Nancy McHugh, California, speaking as an individual. I have a question. When we just took action on Resolution A-8, the vote was very thin. And I believe there was a great deal of misunderstanding or lack of comprehension about what we actually voted on. I know I do not understand. Did we vote that we would not consider Resolution A-8 at this RA, or did we vote that we would not debate it?

President Ryor: You see, it is a Continuing Resolution that was not opened up by the Resolutions Committee. And according to our Rules of procedure, it requires a 50 percent vote by this body in order to open it up for discussion. The body voted against opening it up for discussion.

Ms. McHugh: But the Resolution remains?

President Ryor: The Resolution remains as is.

Ms. McHugh: Thank you very much.

President Ryor: Yes, Microphone 14, Art Colley, state of Connecticut.

Arthur Colley (Connecticut): President Ryor, my parliamentary inquiry was just answered. Thank you.

President Ryor: Okay, Microphone 10, Carol Brandert, Kansas, Resolution 76-11.

Carol Brandert (Kansas): Carol Brandert of Kansas, speaking as an individual. I move to delete Annual Resolution 76-11. And I have a second at this microphone.

President Ryor: All right.

... Motion was seconded by *Arlene Barsett* of Kansas.

President Ryor: The motion is to delete Resolution 76-11, Rural Education. Microphone 10.

Ms. Brandert: I find this Resolution so vaguely worded in the first three lines that I cannot understand its intent. You will notice that it says "rural areas contain a range of conditions which make them unique." Unique how? Economically, educationally, socially, politically? In all of those ways? It "urges development of programs." Who is to develop the programs? NEA, the federal government, the state levels, the local levels? What kinds of programs? What does "programs which recognize and deal with rural areas" mean?

I live in a rural area. I recognize it as a rural area. I would urge your defeat of this particular Resolution. Thank you.

President Ryor: Thank you. Microphone 6, *George Ricker*, state of Maine, speaking for.

George Ricker (Maine): Thank you, Mr. President. *George Ricker* of Maine, speaking for the delegation. We feel very strongly that there should be a general statement recognizing that there are problems in the rural states and, most particularly in the last sentence, that they cannot all be solved simply by consolidating schools and busing children great distances.

In this Resolution we are simply urging that the NEA go on record as recognizing that these concerns need to be dealt with. I urge support of the Resolution as printed. Thank you. (Applause)

President Ryor: Thank you. Microphone 16, *Paul Stahl*, Montana, speaking for.

Paul Stahl (Montana): President John, I am *Paul Stahl* of Montana. I speak against the deletion.

President Ryor: All right. I have no other speakers on Resolution 76-11. The motion is to delete Resolution 76-11 on Rural Education. I will place it before this body. All those in favor ... opposed ... the motion fails.

Now the motion has not been deleted, but it becomes necessary to vote for adoption. We have raised the issue. All those in favor ... opposed ... Resolution 76-11 is carried.

Now that completes Section A. *Lois Timson*.

Ms. Timson: Thank you, Mr. President. I move Section B, Advance the Cause of Education for All Individuals, both Continuing and Annual Resolutions.

... Motion was seconded by *Morris Bealer* of Michigan.

President Ryor: Thank you. Now I will give you just a couple of minutes to call in on those Resolutions in Section B that you'd like discussed or amended.

I have a note to hold on Resolution 76-18. We will also hold Resolution B-3. We will also hold Resolution B-5. We will also hold Resolution B-9, which will call for a majority vote of this body in order for consideration. But we will place that at the appropriate time. We will hold Resolutions 76-19, 76-24, and 76-32. We will also hold Resolutions B-1, 76-16, 76-29, 76-27, B-4, and 76-12.

All right, I am going to place a motion on all but the following—that is humorous, isn't it? Resolutions B-1, B-3, B-4, B-5, B-9, 76-32, 76-16, 76-18, 76-19, 76-24, 76-27, 76-29, 76-32. Now the motion before you will be to adopt all but the ones I have just read in Section B. I will place that motion before you. All those in favor ... opposed ... the motion is carried.

We will start with Resolution B-1. Microphone 1, *John Ryland*, state of Virginia.

John Ryland (Virginia): Mr. Chairman, *John Ryland*, Virginia, speaking for the delegation, proposing the following amendment by addition to Resolution B-1, page 6, beginning with line 329.

President Ryor: Go slowly, John, so everybody can pick it up. Beginning with line—

Mr. Ryland: Line 329.

President Ryor: All right.

Mr. Ryland:

The Association believes that student cheating is a serious problem. The Association recognizes that the causes are complex and that positive, real solutions are elusive. The Association urges its affiliates to carefully explore the causes of student cheating.

And I have a second at Microphone 3.

President Ryor: That amendment is in order. Microphone 3.

... Motion was seconded by *Lavone King* of California.

President Ryor: John.

Mr. Ryland: This is one-minute time, right? "Cheating" is about as soothing to our ears as "detente" is to *President Ford's*. We started to call it "dishonest doing of academic no-nos" in order to assure the safe passage of this amendment, but our fine president thinks that would be almost like cheating.

This amendment does not propose any hard-nosed, simplistic, would-be solutions to this complex problem. Perhaps it treads too softly on the subject. But after 114 years and 55 Representative Assemblies, we find ourselves without any formal expression of opinion—

President Ryor: Your time is up, John.

Mr. Ryland: We cannot afford to wait another hundred years. Thank you.

President Ryor: Microphone 7, *Ron Williams*, Vermont, parliamentary inquiry. No one there? All right. Microphone 14, *Dan Higgs*, the state of Maryland, point of order.

Dan Higgs (Maryland): Yes, sir, Mr. President. I called in during the debate on the Section A for the purpose of suspending the Rules prior to getting into Section B. I wonder if a motion that I would like to have made then could be made at this time.

President Ryor: Why don't you state it, and then we will rule on whether it is in order or not.

Mr. Higgs: Yes, sir. I wanted to move that a positive two-thirds vote on any goal area would pass that area without debate. And I have a second.

President Ryor: Now, so that I understand what it is you'd like to do, Dan, you are saying that we will take a vote on the whole goal area, and if it receives a two-thirds vote, then debate will be closed on any item in the area.

Mr. Higgs: Yes, sir.

President Ryor: All right. I will entertain the motion. Do you have a second?

Mr. Higgs: Yes, sir.

Motion was seconded by *Tom Queen* of Maryland.

President Ryor: Thank you. The motion again is to suspend the Rules so that in each goal area following Section B, we will take a vote on the goal area. If the goal area achieves a two-thirds majority, there will be no debate in that area on any of the Resolutions. It is not debatable. It requires a two-thirds vote of this body. All those in favor . . . opposed . . . I rule the motion carried.

We will start applying that with Goal C. I said that we are already into Section B, and we cannot make it retroactive. Microphone 14, *Gerry Matthews*, state of Maryland.

Gerry Matthews (Maryland): Thank you, Mr. President. *Gerry Matthews*, Maryland. (pass, sir.

President Ryor: We have *Mr. Ryland's* amendment to Resolution B-1. I have no one else at the microphones on *Mr. Ryland's* amendment. The amendment is to add to Resolution B-1, starting on line 329. The amendment would read:

The Association believes that student cheating is a serious problem. The Association recognizes that the causes are complex and that positive, real solutions are elusive. The Association urges its affiliates to carefully explore the causes of student cheating.

I will place the motion. All those in favor . . . opposed.

We will try it again. All those in favor . . . opposed . . . the motion carries.

Now I will place a vote on Resolution B-1 as amended. All those in favor . . . opposed . . . the motion carries.

We are on Resolution B-3, Health of Children. Microphone 13, *Harry Peterson*, state of Kansas.

Harry Peterson (Kansas): Mr. President, *Harry Peterson*, Kansas, speaking for the Sunflower delegation and speaking for the new paragraph to Resolution B-3.

We as educators have recognized for some time the concept of levels of growth of children's activities. It is time that we helped make the public aware of these maturation levels in terms of physical requirements also. Your support of the new paragraph to Resolution B-3 will give NEA the philosophical basis to support developmental programs that will ensure our youth the opportunity for continued participation and success in physical activities throughout life.

Your support of the new last paragraph will add a new dimension to the concern of teachers and this Association for the health of children. Thank you.

President Ryor: Thank you. Any further comments on Resolution B-3? I will place the motion on Resolution B-3. All those in favor . . . opposed . . . *the motion is carried.*

Resolution B-4, Pupil Personnel Services. Microphone 3, *Dorothy Ashby* from the state of California.

Dorothy Ashby (California): Mr. President, *Dorothy Ashby*, California, speaking as an individual. I request permission to open Resolution B-4 for amendment by adding the words "library/media" between the words "speech" and "and" in line 447. I have a second.

President Ryor: All right, the second.

. . . Motion was seconded by *Lenelle Cittadin* of California.

President Ryor: So that the body understands, Resolution B-4 was not opened up for amendment by the Resolutions Committee. It will take a majority vote to consider Resolution B-4. You have heard the intent of *Dorothy Ashby's* amendment. All those in favor . . . opposed . . . *the consideration fails.*

Resolution B-5, Microphone 8, *Alonzo Paige* from the state of South Dakota, Conversion to the Metric System.

Alonzo Paige (South Dakota): *Alonzo Paige*, South Dakota, speaking for the delegation. I wish to amend Resolution B-5 by striking the last sentence of the first paragraph on lines 456 and 457, and by substituting the following: "The Association will work with the National Metric Board created by the Metric Act of 1975 to facilitate such a conversion."

And I have a second at Microphone 6.

President Ryor: Microphone 6.

Mr. Paige: At Microphone 8, I am sorry.

President Ryor: Microphone 8.

. . . Motion was seconded by an unidentified delegate from South Dakota.

President Ryor: Thank you. *Mr. Paige.*

Mr. Paige: This amendment is offered to update the Resolution. In December 1975 the Metric Act of 1975 was passed by Congress and signed into law. Thus, federal legislation on this subject has already been passed.

The Metric Act of 1975 created a National Metric Board which is responsible for the supervision of the metric conversion process and for drafting legislation when it is necessary to complete the conversion. The Metric Board will be structured in such a way that all—

President Ryor: Your time is up, sir.

Mr. Paige: I urge your support of this amendment. Thank you.

President Ryor: I am not sure whether this is on *Mr. Paige's* amendment or on Resolution B-5 as suggested. Microphone 1, *Wain Garrison* from the state of Illinois.

Wain Garrison (Illinois): Yes, sir. *Wain Garrison*, Illinois, speaking as an individual. I wish to support this amendment. The federal legislation has been accomplished. The NEA has for years and years supported this movement; we now have it. We no longer need this statement in our Resolution.

Nevertheless, to support the ongoing move toward metrication, we do need this addition to provide for cooperation between NEA and the National Metric Board.

President Ryor: Your time is up, sir.

Mr. Garrison: Thank you, sir.

President Ryor: The motion is to amend Resolution B-5 by striking the last sentence of the first paragraph and by adding this sentence: "The Association will work with the National Metric Board created by the Metric Act of 1975 to facilitate such a conversion."

Microphone 14, I have another speaker for.

(A gentleman said he was speaking for the amendment.)

President Ryor: We have had two speeches for. If there is no objection, I will place the amendment. You have heard the amendment. All those in favor . . . opposed . . . *the amendment carries.*

Now we must vote on Resolution B-5 as amended. All those in favor . . . opposed . . . *the motion carries.*

The next item is Resolution B-9, American Indian Education. Microphone 7, *Pat Isom*, state of Michigan.

Patricia Isom (Michigan): Does this require a majority vote to open?

President Ryor: Yes, it does.

Ms. Isom: Do you want the intent?"

President Ryor: Yes, I'd like the body to hear your intent before they vote.

Ms. Isom: Okay. The intent is to add back into the Resolution the portion that was deleted by the Resolutions Committee.

President Ryor: All right, share that portion with us.

Ms. Isom: It is rather long.

President Ryor: Share it anyway, I guess.

Ms. Isom: On line 545 in Resolution B-9, place a comma after "heritage" and insert the following words:

... heritage, values, culture, language, and philosophical concepts of American Indians. The Association further recognizes that this direct American Indian involvement must include development, support, and monitoring of legislation, substantial participation in NEA goal areas, programs, and activities, and other teacher development programs dealing with cultural pluralism.

At the end of line 551, begin a new paragraph to read:

The Association believes that there must be coordination with existing American Indian organizations and concerned agencies and aid in the dissemination of information and programs that include the values, heritage, language, culture, and history of the American Indian people. The Association supports the development of programs that provide assistance to local and state associations in meeting the educational needs and involvement of American Indians.

After line 556, the end of the Resolution, add a new paragraph to read:

The Association recommends that programs which support higher education opportunities for all American Indian students through direct governmental assistance in graduate and undergraduate programs be developed.

President Ryor: Very good. Now the motion before this body, because the Resolutions Committee did not open that up, is whether we shall consider Resolution B-9, page 9. All those in favor ... opposed ... *the motion loses.*

A division has been called for. Horace. This is the most exercise *Horace Mayo* has had in years! All those in favor please stand ... opposed please stand ... *it loses.*

Now, I should announce for the sake of *Pat Isom* and the parties here that the reason that section was deleted from the Resolution is that the Board of Directors has taken it up under New Business.

Resolution 76-12, page 9, Sex Education. Microphone 22, *John Tyler*, New Jersey.

John Tyler (New Jersey): *John Tyler*, speaking as an individual. *President Ryor*, I'd like to move to amend Resolution 76-12 by addition. On line 567, after the word "education," add a comma after the word "education" and insert the phrase "and parent orientation regarding these courses," and then continue. I have a second at Microphone 22.

President Ryor: All right, place the second.

... Motion was seconded by *Gerald Jurens* of New Jersey.

President Ryor: All right.

Mr. Tyler: May I speak to the motion?

President Ryor: Please do.

Mr. Tyler: Many of the stigmas associated with sex education arise from a misunderstanding on the part of parents of the children as to what is being taught in such courses. They get paranoid about a lot of misunderstandings. I feel that if you have an orientation involving the parents and if they know what is being taught in the courses, this would alleviate these conditions, and these courses could be taught much more effectively. Thank you.

President Ryor: You have heard *Mr. Tyler's* amendment. Microphone 6, *George Ricker*, state of Maine. Are you wanting to speak on the Resolution or the amendment?

George Ricker (Maine): *Mr. President*, *George Ricker*, Maine. I put in to speak for Resolution 76-12 as printed when someone else opened it up.

President Ryor: Thank you. All right, are there any further points on *Mr. Tyler's* amendment? The amendment is to amend line 567 by the insertion of the following words in between

the words "education" and "be"—Mr. Tyler, I may not have it correct here, but it reads "in sex education, sexual orientation, be developed with care"—is that the way it continues? Microphone 22 again, please.

Mr. Tyler: No, add the words "and" different orientation regarding these courses."

President Ryor: Thank you. That is the amendment. I will place it before the body. All those in favor . . . opposed . . . *the motion carries.*

Now we vote on Resolution 76-12 as amended. All those in favor . . . opposed . . . *the motion carries.*

Resolution 76-16. Ed Arriaga, Arizona, a motion to accept Continuing Resolutions. I have about seven or eight of these. Inasmuch as I do, I am going to entertain Mr. Arriaga's motion. Microphone 7, please.

Ed Arriaga (Arizona): Ed Arriaga of Arizona, speaking as an individual. I would like to move that this Delegate Assembly accept all Continuing Resolutions as printed, Mr. President. And I have a second. (Applause)

. . . Motion was seconded by Thelma Thompson of Delaware.

Mr. Arriaga: May I speak to my motion, Mr. President?

President Ryor: Ed, you are talking about all Continuing and Annual Resolutions?

Mr. Arriaga: All Continuing Resolutions.

President Ryor: There are two different kinds of Resolutions. We have Continuing Resolutions and we have Annual Resolutions. The Continuing Resolutions have a letter in front of them; the Annual Resolutions are stated by year—76-2, 76-3, and so on.

Mr. Arriaga: Mr. President, all the Continuing Resolutions with the letter in front of them.

President Ryor: All right. We are just talking about all Continuing Resolutions—so that the delegates understand what we are talking about—all those Resolutions with the letter in front of them, Mr. Arriaga?

Mr. Arriaga: Yes, sir.

President Ryor: Do you wish to make a case?

Mr. Arriaga: Yes. These Continuing Resolutions have been acted upon in previous years.

President Ryor: The motion has the impact of changing the Rules and limiting debate. It is not debatable—that is my error. I will place the motion. It requires a two-thirds vote.

Mr. Arriaga: Thank you.

President Ryor: All those in favor . . . opposed . . . *the motion carries.*

Microphone 2, Keith Zook of Michigan.

Keith Zook (Michigan): Keith Zook, Michigan, speaking as an exhausted teacher from Michigan. I move to close debate on all items before the house. (Applause)

President Ryor: The motion is to close debate on all remaining Resolutions. Microphone 2.

. . . Motion was seconded by Anna Speicher of Michigan.

President Ryor: It is not debatable. All those in favor . . . opposed.

I am going to ask for a division of the house on the question. All those in favor please stand . . . opposed please stand . . . *the motion carries.* We have closed debate on all remaining Resolutions.

We have already adopted the Continuing Resolutions. We must vote on the adoption of those Annual Resolutions. I will place that motion. All those in favor . . . opposed . . . *the motion carries.* The Resolutions are adopted.

Ms. Tinson: Thank you. (Applause)

President Ryor: Point of privilege, Bill Schneider, vice-president of the Minnesota Education Association.

Bill Schneider (Minnesota): President John, the teachers of Minnesota would wish to take this opportunity through you to invite the delegates here to Minnesota. We will do this through the presentation of a button inscribed "I will be there in Minnesota for teachers, 1977."

We'd like to give this to you, President John, with the caution that being there for teachers is dangerous. Accepting this button may be hazardous.

At the same time we'd like to make all delegates aware that this is the last available "I will be there" button that can be obtained in this Assembly. I wish now, in the protection of our Minnesota delegates, to present this to the president of NEA. We no longer have an "I will be there for teachers" button. Good luck, John. (Applause)

President Ryor: This is the last button—I will accept an offer. The final report of the Committee on Elections. Could I have your attention, please. To present the final report of the Committee, the Chair recognizes its chairperson.

We will move on. The final report of the Committee on Credentials. To present the final report, the chairperson of the Credentials Committee, *John Washington*, state of Maryland.

John Washington (Maryland): Thank you, Mr. President. Fellow delegates, it is my pleasure to present to you the final report of the NEA Committee on Credentials.

Registered delegates at this 1976 Representative Assembly totaled 7,866. Except for New York, which we all know is special this year, the figure represents an attendance increase at this Representative Assembly of more than 400 persons. (Applause)

As a Committee we are really pleased by this tangible expression of member interest in and support of the governance of the United Teaching Profession.

Our count for this convention totals 12,318, including the 7,866 delegates, 4,016 nondelegates, and 436 exhibitors. And for the "rather doubters," I will repeat that. There is a total of 12,318 counted persons for this convention—7,866 delegates, 4,016 nondelegates, and 436 observers. That is the teacher in me repeating.

Fellow delegates, *President Ryor*, in introducing me at the first session of the RA, emphasized the responsibility of the Credentials Committee as it relates to the new requirements of our governing documents. We the Committee have taken this responsibility seriously, but even more important, we know that you took your responsibility seriously.

We have vowed to serve you, and we look forward to working with you again in 1977. (Applause)

President Ryor: Thank you very much. I have some points of privilege. I'd like to take now some of them piled up from yesterday. Microphone 7, *Sally MacLeod*, state of Oregon. I am going to limit these, please, because there are many of them, to one minute, as we said yesterday. So if you have a five-minute speech, start reworking it. One minute is the limit. Sally, Microphone 7.

Sally MacLeod (Oregon): Thank you, Mr. President. *Sally MacLeod*, Oregon. As chairperson of the 1976 Elections Committee of this delegation, I would like to thank all of the delegates for their cooperation in helping to expedite our elections procedure. Thank you.

And a very, very special thanks to the 51 people who served on my Committee for their diligence and their hard work in maintaining a good sense of humor. I really appreciate it. Thank you, everyone. (Applause)

President Ryor: Thank you. *John Tennyson*, Microphone 10, Arizona.

John Tennyson (Arizona): *President Ryor*, *John Tennyson*, speaking as an individual. I wish to thank the unknown person here who found traveler's cheques and took the time and effort to take them to the office; they said they didn't feel that they "ought to turn them in here, that it might not make it there."

I would like to use this to illustrate the exemplary behavior of the type of people we have in this organization. (Applause)

And I do have a minor question for you, sir. Are you a turtle?

President Ryor: I will buy you a drink later. Microphone 8, *Bill Overton*, Georgia.

Unidentified Delegate: Mr. President, I have a statement that I would like to make. I shall try to confine it to the one minute.

President Ryor: I have *Bill Overton* of Georgia.

Bill Overton (Georgia): *President Ryor*, although many times we have heard from NEA what we have heard, what NEA has done for other associations, the Atlanta Association of Educators wishes to express appreciation for all the dedicated assistance and support that NEA provided during the first teacher strike in Georgia in the history of the state, and especially to *John Ryor* for coming to Atlanta and to *Executive Director Terry Herndon*, *Jim Williams*, *Arnold Wolter*, *Vaughn Dornier*, *Gene Cornfield*, and *Dale Robinson*.

President Ryor: Your time is up, Bill.

Mr. Overton: Thank you very much.

President Ryor: *Dennis Lichty*, Nebraska.

Dennis Lichty (Nebraska): *Denny Lichty*, president-elect of Nebraska, speaking for the delegation. On Tuesday night in Lincoln a member of our delegation was given the University of Nebraska's Norman Thorpe Award for Outstanding Service in Education. It rarely goes to classroom teachers, and it went this year to our delegate *Bill Caldwell* of Belleville, Nebraska. Bill, we love you. Thank you, Mr. President.

President Ryor: *Bill Lipp* of North Dakota, point of privilege.

Bill Lipp (North Dakota): I'd like to announce that this delegate body has, by the purchase of our buttons, "Teachers Make Better Lovers," contributed almost \$2,000 that will be used in

that great search for Friends of Education who are political candidates. And I'd like to present the last button to you. And if you think my button is worth money, offer this one for sale. (Applause)

President Ryor: Microphone 22, *Russell Leidy*, New Jersey, point of personal privilege. All right, Microphone 6, *Jean Stradling*, state of Ohio. I got this yesterday. I see now it is a question as to whether the presidential films are going to be shown today—probably meaning yesterday. The obvious answer is No. And they are not going to be shown today either. Microphone 1, *Harley Miles*, Virginia. Again, that is withdrawn. Thank you. Microphone 14, *Rosilyn Schleife*, Wisconsin.

Rosilyn Schleife (Wisconsin): *Rosilyn Schleife*, speaking for northwestern Wisconsin. We thank all of the people who have been most supportive of our strikers. We sold over 3,000 buttons. We also wish to extend our thanks for the many courteous receptions we received and have been given at the various state caucuses we have attended.

Your continuing support is one of the best ways to demonstrate to the people we represent why we are proud to be members of the United Teaching Profession. Thank you all.

President Ryor: Thank you. *Joe D'Andrea*, Pennsylvania.

Joe D'Andrea (Pennsylvania): President John, you know that Pennsylvania last year experienced 58 teacher strikes. It was a record—unpleasant, perhaps—but it was a cause to be fought. You came to the region, the region which suffered the most, where teachers lost days in earning power and where they find many enemies in the communities. You came to us and encouraged the teachers to stand together. To make a presentation to you there are two members of the Board of Directors from the Eastern Region.

Robert Tostevin (Pennsylvania): *President Ryor*, I am profoundly honored to present to you this memento from the Pennsylvania membership, for taking time from a busy schedule to meet with a local that has been negotiating with a recalcitrant school board for over a year, and still no contract; and for meeting with local leaders and addressing yourself to their concerns. These are only two of many reasons that prompted this inscription. "For his enduring commitment to the principles of education, and for his uncompromising defense of the rights of teachers."

Since Pennsylvania is well known for its Pennsylvania Dutch heritage, it was only fitting that that heritage be graphically depicted by the artist on this certificate of appreciation. Thank you, John. Your dedication to the profession can only inspire all of us to move the teaching profession to its rightful place in American society. We extend our best wishes to you for the coming year. (Applause)

Microphone 2, *Gerald Garland* of the state of Colorado, point of privilege. Microphone 12.

Gerald Garland (Colorado): Thank you, Mr. President. On behalf of the 1,200 Cold Springs teachers who went through a strike lasting two weeks this last year, we would appeal to all of the delegates here to boycott the Holly Sugar Company which saw fit to replace those teachers with employees of Holly Sugar while being paid by Holly Sugar.

We hope that this kind of action does not grow across this country, and we urge the delegates' support of the Cold Springs teachers. Thank you.

President Ryor: Thank you. Microphone 14, *Jeanne Jones*, Maryland.

Jeanne Jones (Maryland): I pass.

President Ryor: Thank you. Microphone 2, *Dave McMahon*, Michigan, point of privilege.

David McMahon (Michigan): *Dave McMahon* from Michigan, speaking on behalf of the delegation. John, it goes without saying that the teachers of Michigan are extremely proud of you. We are proud not only because of your presidency, but also because we believe the rest of the nation is now equally proud of you.

We want to commend you on your handling of the Chair during this Representative Assembly. (Rising loud applause)

President Ryor: Thank you very much. Thank you very much.

Mr. McMahon: John, as a token of our love and respect, we would like to present you with one of our Michigan convention pendants. We also have one for each of the Ryor delegation, Carol and the children. *Vice-President Dorothy Bradish* is on the stage to make the presentation. (Applause)

Finally, let us offer you our best wishes for continued success on behalf of this nation's teachers, and we look forward to welcoming you back to Michigan, but not for another three years. Thank you and God bless. (Loud applause)

President Ryor: I have *Bill Hodson*, state of Arizona, for a point of personal privilege. I don't have a microphone number.

Bill Hodson (Arizona): President John, and fellow delegates, in the mid-1800s the repressive federal government moved into Chinle, Arizona, and transported most Navajos some 500 miles into New Mexico to Fort Sumter to encamp them for a period of years.

Tonight the repressive federal courts are attempting to do away with public education in the Navajo nation, to restrict the rights of parents to have their children at home with them. And so at this convention, we have sold the UTP pins in silver and turquoise, and I thank you as delegates to help us in our projects by buying these.

My time is up, but I thank the delegation and I hope that public education will last on the reservation. Thank you. (Applause)

President Ryor: Microphone 8, *Dennis Lichty* of Nebraska.

Dennis Lichty (Nebraska): Mr. President, I pass because that was from the one that I called in yesterday.

President Ryor: Thank you. Microphone 14, *Dorothy Hansen*, Idaho.

Dorothy Hansen (Idaho): On behalf of the Idaho delegation and on behalf of those teachers affected by the Teton Dam disaster, I want to thank all the delegates for their personal contributions that totaled over \$900 at this Representative Assembly, and for their offers to carry our disaster appeal home to their local associations. You are beautiful people. Thank you.

President Ryor: Microphone 3, *Hank Springer*, state of California.

Hank Springer (California): Yes. *Hank Springer*, president, United Teachers of Los Angeles, a proud delegate representing UTPLA. I want to thank this Representative Assembly for passing New Business Item 60 yesterday. At that time in the state legislature in Sacramento there was a bill outlawing the lottery for transfer of teachers. At that time we only had 11 votes. Immediately after the vote was taken here, I went to the telephone and I talked to the people back there. Three hours later we had 20 votes. I want to thank this Representative Assembly very much. (Applause)

President Ryor: Microphone 23, *Ray Gran* of the state of Indiana.

Ray Gran (Indiana): Thank you, *President Ryor*. It struck me about a day or so ago that this is the first convention that I have been to where there haven't been outstanding problems with the microphones or the lights or the air conditioning or the television. And I think we ought to commend the technical staff for the excellent job they have done. (Rising loud applause)

("Thank you, from the crew," was put on the screen by the staff.)

President Ryor: Microphone 8, *Lithangia Robinson*, Georgia. No microphone? *Horace Tate*, Georgia, Microphone 8.

Horace Tate (Georgia): Mr. President, I had hoped to make this statement yesterday when I had two minutes, but I shall try to confine it to one.

The Georgia delegation wanted all the people here to know that it endorsed *Governor Carter* for President of the United States, hopefully in 1976. It also wanted you to know that *Governor Carter* was not governor during the time when we were wearing the black armbands last year. This was another governor.

We also wanted you to know that when he was senator, he lowered the pupil-teacher ratio, increased salaries for educators, improved school bus transportation, strengthened the original number of schools in Georgia, and improved the teacher retirement program.

President Ryor: Your time is up, *Horace*. (Applause)

Microphone 8, *Lithangia Robinson*, Georgia. *Lithangia*? Why don't I go to Microphone 16 and come back to Microphone 8. Microphone 16, *Grace Grimes*.

Grace Grimes (Texas): *President Ryor* and members of this delegation, for over a year Texas has been involved in a court case growing out of our unification with the NEA. Yesterday the state supreme court made a final ruling in favor of the Texas State Teachers Association. (Applause)

Texas is now fully unified and free from court entanglements. And we have on the stage our president-elect, *Carolyn Harrell*, who wishes to present to you one of the Texas vests, "The Eyes of Texas Are Upon You." That is not our last button. We will be back next year with more of them. (Applause)

President Ryor: Microphone 8, *Lithangia Robinson*.

Lithangia Robinson (Georgia): *President Ryor* and members of the 1976 Assembly, *Lithangia Robinson*, president of the Georgia Association of Educators, speaking for the delegation. Since we met last year in Los Angeles one of our nation's most prominent educators, *Clyde Kimball, Jr.*, entered the silent halls of death.

Mr. Kimball served on the NEA Teacher Rights Commission, and he represented Georgia on

the NEA Board of Directors. While serving as president of the former Georgia Education Association, *Mr. Kimball* established the first teachers defense fund for members of that association. In tribute to a distinguished educator, the Georgia teachers defense fund now carries the name *Clyde W. Kimball, Jr., Memorial Teachers Defense Fund*.

Mr. President, we ask for a moment of silence in respect for our fallen colleague and all other educators since last year. Thank you very much.

President Ryor: Thank you. We will pause for one moment.

(Moment of silence.)

President Ryor: Thank you very much. Microphone 24, *Mike Davis*, Alabama. Microphone 6, *Lillian Perez*, Pennsylvania.

Lillian Perez (Pennsylvania): *Lillian Perez*, originally from Cuba, on behalf of the Pennsylvania delegation. I am honored to greet the delegates from Puerto Rico. We hope to see them next year at the Minneapolis convention.

Mr. President and fellow delegates, I would like this Assembly to recognize the state of Pennsylvania not only for being in compliance with the minority guarantees, but also for making every possible effort to exceed it, and they did.

President Ryor: Thank you. Time is up. Microphone 23, *Sam Wheeler*, Wisconsin. Microphone 12, *Marion Murphy*, Washington, D. C.

Marion Murphy (District of Columbia): *President Ryor*, executive members, and Board of Directors here assembled in this illustrious Representative Assembly of teachers, I am representing and speaking for the District of Columbia.

You said in your address that the president's address is no better than a shirt pocket, but you have three pants pockets and we found something in each of them.

First, we have found that in your back pocket or in your front pocket you have excellence in performance; and also in your second pocket we have found that you have tolerance in accepting all the rationales, the pros and cons, and everything else that we have given you; and in this third pocket we found that you have assisted us in steering this convention and moved it to an illustrious end, for which we are very grateful.

Now on behalf of the delegation of the District of Columbia, and I hope also on behalf of all the other states here assembled, we wish to thank you heartily. (Applause)

President Ryor: Thank you. Microphone 1, *Bill Hebert*, the state of Massachusetts.

William Hebert (Massachusetts): *Mr. President*, I'd like to yield to the vice-president of the New Bedford Education Association, *Leland Hebert*.

Leland Hebert (Massachusetts): *Leland Hebert*. As incoming president of New Bedford Education Association, I'd like to thank everyone who contributed in time, money, and effort to make our fund-raising campaign a complete success. I'd like to thank you, *President Ryor*, for wearing our medallion in full view. It has been a tremendous, tremendous thing for us.

There will be order forms being passed out as you leave. We have raised over \$12,000 at this convention. (Applause)

Teachers of New Bedford thank you. (Applause)

President Ryor: Microphone 11, *Margaret Brockman*, Connecticut.

Margaret Brockman (Connecticut): *Margaret Brockman*, Connecticut, speaking as an individual. As teachers we give our students those little pats on the back to encourage them to keep up the good work. *President Ryor*, my compliments to you and thanks for doing a superb job.

This is my first RA, and I certainly hope it won't be my last. Thanks again. (Applause)

President Ryor: Thank you. Microphone 15, *Ruth Davis*, West Virginia. Microphone 9, *Ed Robisch*, New York.

Ed Robisch (New York): John, a personal thank you from the New York delegation to you and to the entire delegation here gathered in this Representative Assembly. We have felt the tremendous affection from every single person here.

In the last four years the New York delegates have hooted with the owls, but this year we have soared with the eagles. Thank you very much. (Applause)

President Ryor: The feeling is mutual. (Rising applause)

Thank you. Microphone 1, *Carl Harner*, state of Florida.

Carl Harner (Florida): On behalf of the delegation and *Ron Moore*, the director of the student band, we'd like to express appreciation to all the delegates who contributed almost \$1,300 toward the band.

We also would like to indicate to you as delegates our appreciation for coming to our state, and we extend an invitation to return soon. Thank you. (Applause)

President Ryor: Microphone 12, *Catherine Jolly*, District of Columbia.

Catherine Jolly (District of Columbia): I am *Catherine Jolly*, speaking as an individual on the point of personal privilege. The Washington, D.C., 1975-76 School Board and the AFT have approved and put into action a decision that removes tenure from all teachers, whether they had permanent or temporary status, whether they were old or new teachers in experience.

As a result of this action, teachers found themselves in a tenuous position. At the end of this school year, June 1976, they received a five-year teaching license that could be renewed at the end of the time.

President Ryor: Your time is up.

Ms. Jolly: Anyhow, we wanted you to know about it, and we thank you for your attention.

President Ryor: Thank you very much. Microphone 23, *Sandra Gerken*, Indiana.

Sandra Gerken (Indiana): Mr. President, president of the Indianapolis Education Association. We of the Indianapolis Education Association are really celebrating today, and we wanted to share and have you share with us for just a moment.

Today ends the 49th regime of a school board that was anti-teacher, due to the efforts of teachers in our city to elect our first pro-teacher school board. And they take office today. (Applause)

President Ryor: Thank you. Microphone 11, *Ruth McKenna*, state of Pennsylvania.

Myriane Cortez (Puerto Rico): *Myriane Cortez*, speaking for the delegation of Puerto Rico. I would like to give my thanks on behalf of the Puerto Rican delegation to all the delegations of the United States, Virgin Islands, et cetera, for the great reception they have given us. We are very grateful to you. Especially I would like to see the president of the delegation of Pennsylvania and give him our symbol of the Puerto Rican people. Thank you very much. (Applause)

President Ryor: Ladies and gentlemen, I must have 20 more at least, and they are still coming in. Now, we have some other things that must be done. And I'd like very much to extend all the personal privileges, but it is going to be impossible if we keep adding to the pile.

We have the presentation of proposed amendments, and I'd like to make a presentation of the new officers before we adjourn. Now then, Microphone 3, *Hank Springer*. Is that taken care of? Yes? Okay, thank you. Microphone 9, *Barbara Diebold*, New York.

Barbara Diebold (New York): On behalf of the teachers of the City of Buffalo, we thank the Representative Assembly for the overwhelming support that you gave us Tuesday afternoon. Last night the board of education met and passed a budget that called for the cutting of 325 teachers.

We know that we are going to need the spiritual support. We are ready to go back. We have been in constant touch with *Tom Pisa*, our president and also co-chairman of NYEA, and, therefore, we can take back to all of our teachers personally the strong support of this group.

President Ryor: Your time is up. Microphone 3, *Nancy McHugh* of California.

Nancy McHugh (California): I yield to *Steve Edwards*, president of the California delegation.

President Ryor: Okay.

Steve Edwards (California): Thank you, Mr. President. Having just come off an NEA convention last year in Los Angeles, we realize the problems connected with putting on a good Representative Assembly. My highest commendations to you and to those who have worked with you and served with you in this regard, all the way from the busing service to the service of the coffee to these facilities here. It's been great. And you deserve a round of applause, and I want you to know California recognizes that. (Applause)

President Ryor: I extend that thanks to the Host Committee and certainly to the NEA staff for the fantastic job of putting this thing together. (Applause)

Microphone 15, *Harry Danford*, West Virginia.

Harry Danford (West Virginia): *Harry Danford*, West Virginia. I just wanted to take a few minutes, or a minute, to commend you. West Virginia also commends you on the great job you have done. This is my first Representative Assembly. It is also my first year of teaching. And it is also my first year in politics. Back home in West Virginia I am a candidate for the House of Delegates for the general election in November. I'd like to urge other teachers to get involved in politics.

President Ryor: Your time is up.

Mr. Danford: Thank you very much.

President Ryor: Thank you. I have a question in regard to Resolutions and what the process is when there is, say, an E-3 that is starred and another E-3 that is not starred. When you have that situation, the Rule is that the starred item is the one that passes and replaces the other.

So that all the delegates understand, when we passed the Resolutions in toto, it is the starred item that takes precedence over the other one.

Now then, Microphone 7, *Ed Arriaga*, Arizona.

Ed Arriaga (Arizona): Thank you, Mr. President. Speaking as a chairman of the NEAT Caucus, I would like to announce the winner of our \$500 squash blossom Indian necklace, *Harold R. Rice* from Oklahoma. Harold, here is your blossom.

President Ryor: Thank you. Microphone 23, *Sam Wheeler*, Wisconsin. All right, he is now there? Thank you. Microphone 14, *Ed Taylor*, South Carolina.

Ed Taylor (South Carolina): Thank you, Mr. Chairman. I will try to rush through this. We have enjoyed a very great convention here in Miami. I wanted to call this convention's attention that South Carolina has been graced with the presence of many great persons in our delegation this week.

We want the delegation to know that we have a member of our state school board who is a teacher who is present with us, a member of our delegation. We want to call your attention to the fact that *Septima Clark*, who received the Human Rights Award the other night, is a member of that school board that booted her out 20 years ago.

President Ryor: Your time is up, Ed.

Mr. Taylor: Okay.

President Ryor: Microphone 16, *Dale Rumberger*, SNEA.

Dale Rumberger (Student NEA): *Dale Rumberger*, president of the Student NEA, speaking as an individual. For the last time I would like to thank the Delegate Assembly here for the support of Amendment 30 and for the cause of preprofessionalism in the United States. And I'd like to thank you for bringing us into the fold of the United Teaching Profession.

And, President John, I have for you a caucus sign that says "Student NEA," and I'd like to approach the Chair and give this to you as a memento of the support that you have given students throughout the United States.

President Ryor: Thank you very much. Microphone 12, *Wylma King* of Mississippi.

Wylma King (Mississippi): *President Ryor*, *Wylma King* from Mississippi, speaking for the delegation. We'd like to say a great big thank you to you for your help and support and concern for us in Mississippi. We have a message for you that we'd like to give in the form of a button. Our NEA director is on the stage to present it to you. And the button reads "Re-think Mississippi." Thank you. (Applause)

President Ryor: Microphone 8, *Charles Fannings*, Georgia.

Charles Fannings (Georgia): Thank you, President John. *Charles Fannings*, speaking as an individual. We have enjoyed your tenure as president—not only you, but also, we hope, Governor Carter, who will possibly be the next President. I would like to mention a few things that were not mentioned earlier.

During his four years as governor teachers' salaries were increased 23 percent, and also a better climate for cooperation between the races was established, as evidenced by his appointment of members of minority groups to places of educational leadership, by always being an advocate of public schools, by respecting and upholding the laws of our land, and by helping to protect the right of all educators. Thank you very much.

President Ryor: Thank you. Microphone 14, *Peggy Reynolds*, Tennessee.

Peggy Reynolds (Tennessee): On behalf of the Memphis Education Association I'd like to thank the NEA for their assistance and encouragement in the negotiation of our first contract this year. We didn't have to strike, but we did a lot of praying. And for all of you people who are feeling the way we did last year, I hope that you will be able to say thank you next year.

Keep the faith and remember that where there is a will there is a way. They didn't think we could do it in Memphis, but we did.

President Ryor: Thank you. Microphone 6, *Katie Pringle*, Louisiana.

Katie Pringle (Louisiana): Mr. President, speaking for the delegation from Louisiana, I would like to acknowledge the presence of our newly elected president. And he would like to speak to you concerning our executive secretary, *J.K. Haynes*.

Ed Nelson (Louisiana): Many friends have asked about the presence of *J.K. Haynes* at our convention this year. We'd like to tell you that *J.K. Haynes*, our illustrious executive secretary, is ill and has had surgery. He is on the mend. We would like for you to communicate with him. He is at home. You may find his address in the NEA Directory. We'd appreciate your prayers.

President Ryor: Microphone 2, *Adele Phillips*, Connecticut.

Adele Phillips (Connecticut): *Adele Phillips*, Connecticut, speaking as an individual. Another

gentleman has already expressed what I came up here to say, which was to thank the Host Committee one more time. But I will say this—I know busing is a dirty word around this country, but around here it was really great during this convention. (Applause)

President Ryor: Microphone 11, *Myriane Cortez*, Puerto Rico. Pass? All right.

Now, presentation of proposed amendments for next year. *Bernie Freitag*, chairperson of the Committee on Constitution, Bylaws, and Rules.

Bernie Freitag (Pennsylvania): Thank you, Mr. President. Mr. President and fellow delegates, before reading the titles of the proposed amendments to the NEA Constitution that have been submitted in accordance with Article IX, Section 2(a), of our Constitution, I would like to express for the Committee on Constitution, Bylaws, and Rules our thanks for the opportunity to work at this Representative Assembly with you, *President Ryor*, and with you, fellow delegates.

Permit me now also to extend the heartiest and sincerest thank you to the members of my Committee who may have been less visible to you but who have been most conscientious and, I believe, most effective in meeting our responsibilities and, I hope, your expectations as a Committee. They are at the table before us: *Dillon Stone* of New Mexico, *Horace Mayo* of Minnesota, *Maurice Swanson* of Kansas, and our staff contact, *Irma Kramer*, who has left the podium.

The following are the tentative titles of the proposed amendments to the Constitution presented at the 1976 Representative Assembly for a vote by the 1977 Representative Assembly. There are 12.

1. To delete the provision that no state affiliate shall receive fewer than 15 delegate credentials to the Representative Assembly.
2. To add provisions establishing governance representation rights for Student NEA on the NEA Board of Directors at the NEA Representative Assembly and on committees of the Association, and authorizing the Student NEA to establish qualifications for its representatives on such bodies.
3. To delete the provision that election to the NEA Board of Directors shall constitute election to the Representative Assembly.
4. To add a provision that the appropriate local governing body shall declare candidates for the office of delegate to the Representative Assembly elected in the event that the number of candidates does not exceed the number of vacancies.
5. To add a provision that the election of delegates to the Representative Assembly shall be conducted by an independent third party.
6. To delete the provision that state affiliates electing more than one NEA director shall elect the total number of additional directors after the first on the basis of proportional representation by educational position of NEA members.
7. To add a provision that the six members of the Executive Committee shall be nominated and elected by regions in accordance with the one-person/one-vote concept and by majority vote and secret ballot for each individual office.
8. To delete the provision that the Review Board may censure, suspend, or expel a member for sufficient cause other than violation of the Code of Ethics and to add a provision that a member may appeal the decision of the Review Board on substantive as well as procedural grounds.
9. To delete the provision that an action of the Representative Assembly shall be subject to review by the Review Board.
10. To add a provision that the Representative Assembly shall approve the rules of procedure of the Review Board.
11. To add a provision that amendments to the Constitution and Bylaws shall be discussed and voted on in odd-numbered years only.
12. To add a provision that amendments to the Constitution and/or Bylaws may be withdrawn by a two-thirds vote of the Representative Assembly.

Mr. President, fellow delegates: You have heard the presentation of proposed amendments to the NEA Constitution for a vote in our Representative Assembly in 1977. Thank you. (Applause)

President Ryor: Thank you very much. At this time it gives me a great deal of pleasure to introduce to you the officers you have elected, and they will introduce their guests.

The at-large members of the Board of Directors for the two-year term for the administrative position, *James Sproul*.

James Sproul (Kentucky): I'd like to say very quickly thanks to two people—*Barbara Burrows*, who is on the stage with me, one of the co-chairmen of my campaign, and *Doris Morton*, vice-president of the Kentucky association, the other co-chairman—who are making an impossible task possible, and to a great state delegation, all those Kentuckians out there who worked extremely hard in my campaign. A great big thanks to you and all the others that voted for me. (Applause)

President Ryor: For the three-year term, the at large administrator position, *Jack Benson*.

Jack Benson (Tennessee): I'd like to thank all the magnificent men and women from Tennessee who worked so hard for this and the many wonderful friends I have in the audience. On my left I'd like to introduce my good friend who also happens to be my wife Kay, and on my right my good friend and president of the TEA, *Lois Tinson*.

President Ryor: The new member of the NEA Executive Committee, *Marty Woodard*.

Marty Woodard (Minnesota): Thank you very much. I'd like to introduce some people of the United Teaching Profession in Minnesota. My local president, *Paul Styve*, my campaign organizer who organized those fantastic Minnesota delegates. And thank you, *Larry Koenck*, my campaign manager. And also I'd like to introduce my state president, who was my nominator, who got me on the floor, who got me elected, I think, too, *Don Hill*. (Applause)

My state vice-president, who also is from my local and is the organizer in my campaign, *Bill Schneider*. And to you, I thank you for your confidence in me. I guarantee I will make a difference; I will work hard for you. And thank you very much. (Applause)

President Ryor: *Robert Lipscomb* from the state of Alabama.

Robert Lipscomb (Alabama): Thank you very much. I am afraid I still have a throat problem. I do want to express appreciation to the delegates who worked for me and who voted for me, and I want you to know that I consider your job only half over. The next three years I expect you to make me a good Executive Committee member. I want you to tell me what it is that you want me to do, and so this is my personal thanks to you.

Before I introduce to you my special guests who are with me, I want to say in the presence of all the delegates here how much I appreciate the oneness that I found and the support of the Alabama delegation over here. Would you please stand and take a bow for me. Thank you so much. Thank you. Great, great, great, great.

I want to also express appreciation to *Betty Roper*, the super president from the Oklahoma Education Association. Betty, would you stand. She nominated me and helped me get elected. (Applause)

And now I should like to introduce, first of all, my state president, *Earl Barnett*. My local president who is keeping the ball moving, *Dr. Martha Beckett*. My senior Board member, NEA Board member, *Anthony Butler*. My campaign manager, *Athena Arrington*. I think you recognize the job she's done.

Again, let me say thank you, and please help me to make a good Executive Committee member. There is *Joan Williams*, who is in my delegation and who was my PR person for this entire campaign. She, too, has done a fantastic job. Thank you. (Applause)

Earl Barnett (Alabama): *President Ryor*, the action begun in 1776 saw the Redcoats losing. The Alabama Redcoats came here and won, and we'd like to present to you one of the Lipscomb campaign hats. (Applause)

President Ryor: Thank you, Alabama. At this time I'd like to introduce to you the continuing secretary-treasurer of the National Education Association, *John McGarigal*.

Secretary-Treasurer John McGarigal: Thank you, President John. And thank you, ladies and gentlemen. Certainly no one is any happier than myself in being able to come before this microphone and to extend my thanks and appreciation to all of you for having confidence in having me continue in this great office. Special thanks go to the other Redcoats, those from Massachusetts. (Applause)

It is certainly my privilege to be able to introduce to you some very special people in my life. Certainly the first one without whose encouragement, courage, and help I could not be before you today—in many of my travels around the country, you have heard me talk about this family of mine—I'd like you to meet the charming Sally, my wife and the mother of our nine children.

Now as a family grows, as you know, they travel to all parts. So it is not possible to have the

entire clan here. But I do have a good representation—four of the nine. Our youngest, Mark, Kara, Shawn, and Kevin. My family thanks you.

And now a very special lady in the hearts of all of the McGarigal kids and Sally and myself, my campaign manager, *Mary Knapp* from Massachusetts. (Applause)

I am pleased to present to you the president of the Massachusetts Teachers Association, *George Southwick*. (Applause)

And co-chairperson of the campaign to re-elect McGarigal, *Dick Maxwell*. (Applause)

And again thank you, folks. I will try to continue to do the job for you. I trust that you have confidence in me. You have re-elected me to that position, and I will do everything in my power to listen and answer to the needs of teachers of the United States. Thank you. (Applause)

President Ryor: I'd like to introduce now the continuing members of the NEA Executive Committee: *Vivian Bowser* from Texas. (Applause) *Hank Harrison* from Alaska. (Applause) *Elaine Marks* from South Carolina. (Applause) *Lauri Wynn* from Wisconsin. (Applause) *Willard McGuire* and his family. (Applause)

I'd also like to introduce my family. My wife Carol. (Applause) Going from left to right, Mary Lynne, Kathy, Michelle, Lisa, Stephanie, and Chuck. (Applause)

One other set of introductions, some very special people to me personally as friends. And a very critical person to the success of NEA's administration of functions here and as the year moves, *Terry Herndon* and his wife and children. (Rising applause)

Executive Director Terry Herndon: Thank you, I love you all. Thank you very much.

President Ryor: Julie and Holly and Mrs. Herndon, Mary. I need to get the names in here. Thank you all very much.

We have some announcements just before we conclude business here. It says "Please read." Video tapes of the presidential candidates' interviews—it is a one-hour video tape, including an introduction and interviews with *President Ford* and with *Jimmy Carter*, and it will be available July 15. State affiliates wishing to obtain a copy of the tape should contact the NEA regional director serving their state. Each regional director will have one copy of the tape and also access to a pool of tapes at NEA Headquarters for use in the event of a conflict in screenings.

Now, in order to use the tapes, a three-quarter-inch cassette playback unit is required, along with television sets in sufficient numbers for whatever audience you happen to be showing the tapes to.

That is the last of the announcements inside the business here. You have been a tremendous group. I appreciate your hard work and your sticking with it. The 114th annual meeting is now adjourned.

We have one other announcement beyond the adjournment. This meeting is adjourned. It is my intention to seek another two-year term as the president of NEA. (Rising loud applause)

God bless you, one and all. We will see you next year.

The one-hundred-and-fourteenth annual meeting and Fifty-Fifth Representative Assembly of the National Education Association adjourned at 12:20 P.M., July 1, 1976, *sine die*.

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Key—Most of these abbreviations are based on those used in the New York Times Index and in Current Abbreviations by George S. Shankle. Some not only stand for the word as shown but also for its various forms; for example acpt may stand for accept, accepted, accepting or acceptance.

acpt—accept
actv—activity
addl—additional
admn—admission
admn—administration
adr—address
affl—affiliate
amend—amend
apprv—approved
appt—appoint
asoc—association
asoc—associate
asst—assist
auxl—auxiliary
bd—Board
Bd Dir—Board of Directors
Bd Trust—Board of Trustees
bldg—building
bldg—budget
Byl and R—Bylaws and Rules
certif—certification
com—committee
comm—commission
commend—commendation
comm—communication
conf—conference
conv—convention
cred—credentials
deleg—delegate
dept—department
dev—development
dir—director
discus—discuss
dist—district
educ—educate
elec—elect
elem—elementary

elgib—eligible
estab—establish
eval—evaluate
Exec Com—
Executive Committee
expul—expulsion
fderl—federal
finan—finance
gen—general
govt—government
greet—greetings
griev—grievance
Hdqrs—Headquarters
hist—history
immed—immediate
imprv—improve
ins—insurance
instr—instruction
intl—international
intro—introduce
jt—joint
legis—legislate
loc—local
meet—meeting
memb—member
min—minutes
mutu—mutual
nati—national
negot—negotiation
nom—nominate
off—officer
org—organization

pol—policy
prelim—preliminary
pres—president
presntn—presentation
prgm—program
proced—procedure
prof—profession
propd—proposed
prom—prominent
pub—publication
pymt—payment
R—Rules
re—regarding
recog—recognition
recom—recommend
rejt—reject
rept—report
Rep Assem—
Representative Assembly
resol—resolution
respons—responsibility
retr—retire
rev—revise
sch—school
sec—secondary
secur—security
secy—secretary
serv—services
soc—social
studt—student
subs—substitute
tch—teacher
trans—transfer
treas—treasurer
unif—unified
vp—vice-president

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